

Civil Service LEADER

America's Largest Weekly for Public Employees

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See Page 16

Delay Seen In Effecting Health Insurance Plan; Falk Tells Board's Progress

ALBANY, Sept. 24—Stepped-up efforts will be required if New York State is to hit its hoped-for target date of January 1 in setting up a new health insurance program for state employees and their dependents.

That was apparent this week following a meeting of the Temporary Health Insurance Board.

At the meeting, E. Sidney Willis, consultant for employee benefits planning for the General Electric Company, was elected vice chairman. But the Board released no information as to the progress it was making.

It was learned that one or probably two additional meetings will be required before the Board is ready to approach insurance firms with specific proposals.

Difficulties in setting up the program, which may involve as many as 200,000 state workers, their families, and retired state workers, may make it impossible to get the program underway by January 1.

In addition, Board proposals are expected to be submitted to the Civil Service Employees Association for study and comment before final action is taken.

Alexander A. Falk, Board chairman, announced that the next meeting of the group will be October 9.

Modest Start Rumored

Whether the cost of the program to the state will be dis-

cussed at the next meeting is not known, but there were indications that at least one board member favors a modest beginning, with room for expansion in benefits later on. The law authorizing the program set a maximum of \$5,000,000 as the state's share of the cost.

How much the employee is to pay, under the shared-cost formula, still is to be determined.

At last week's meeting, Board members received a staff report covering six group insurance programs, ranging from Blue Cross to medical-surgical coverage provided for employees of General Electric, the Port of New York Authority and Niagara Mohawk Power Corporation.

Results of a sample survey of state employees have been prepared for the Board, but the results have not yet been released.

In addition to Messrs. Falk and Willis, Board members attending

(Continued on Page 16)

Insurance Tops Agenda For Commerce

Discussion of the new proposed insurance project, a paid executive and other important association matters will feature the first meeting of Commerce Chapter, CSEA, this Fall.

The meeting will be held the evening of September 26 at CSEA Headquarters, 8 Elk Street, Albany, and will be the first under the recently-elected officers. President Richard Kirk will outline activities of the Council and the work it has mapped out for the ensuing year. Committee chairmen will present reports with special emphasis on the current membership campaign.

The holding of a regular meeting in the evening is an innovation of President Kirk whose policy is against such meetings during office hours. He contends daytime sessions are unfair to Department Administration and to employees in that official work must be interrupted and that many chapter members therefore cannot attend.

The meeting will be preceded by a cocktail hour and dinner. The business session will follow immediately and the evening concluded with an entertainment and dancing.

Miss Maria Zulo, chairman of the Social Committee, will supervise the festivities, assisted by Gordon Stedman, Wilfred J. Bouchard, Charles J. O'Connor, Joseph R. MacLaren, Harry J. Knapp, Richard F. Burns, H. Kenneth MacEwen, Charles P. Rowan, Darwu Benedict and John J. Walsh.

First Grievance Board Act Is Loss For the Plaintiff But Victory for All Aides

ALBANY, Sept. 24—New York State's new Grievance Board for state workers has handed down its first, precedent-setting decision.

The decision concerned a grievance submitted by Samuel Spass, an unemployment insurance manager for the Division of Employment.

While the board ruled against Mr. Spass in this case, it also recommended that the cause of the grievance be abolished from state agency personnel practice.

The board's recommendation is expected to prevent undue loss or hardship to state workers faced with similar circumstances in the future.

The board held, however, that the state agency was entitled to accept payment by Mr. Spass of \$1,000, received by him as part of a settlement resulting from a suit which he had undertaken following a fall and injury at his office, as partial payment for salary advanced while on six months discretionary leave.

Representing Mr. Spass and the Civil Service Employees Association at the board meetings was John J. Kelly, Jr., assistant CSEA counsel.

Representing the Division of Employment was John Blendell, assistant director of employment security personnel; representing the Department of Civil Service was Francis Sullivan, senior attorney, and Lawrence W. Kerwin of the staff of the division of personnel services.

The Story

On May 11, 1950, Mr. Spass was injured in a fall at his office, and as a result of his injuries was unable to return to work until about eight months later. During this period, he was granted a leave of absence with pay pursuant to the provisions of the attendance rules.

As a condition of the leave he signed a reimbursement agreement indicating that he would reimburse the Division from any award received from a third party settlement.

Mr. Spass filed a negligence action against the owners of the building in which he was employed. The action was settled in February, 1955, and as a result, Mr. Spass received a settle-

ment of \$4,500. Of the \$4,500, legal fees and expenses to a New York City law firm took \$2,500, and, in addition, the State Insurance Fund, as the insurer, had a lien against the settlement. The lien for \$2,500, for workmen's compensation and medical ex-

penses, was cut to \$1,000 by compromise, leaving him \$1,000 of the original settlement.

The Division of Employment instructed Mr. Spass to pay this \$1,000 as partial reimbursement for the salary paid to him under

(Continued on Page 16)

Civil Service Vote Big Enough to Swing November Elections

Public Employees' Ballots Vital in Wagner-Javits Race

BY H. J. BERNARD

CANDIDATES in their campaigns for election in November already are making a strong bid for the civil service vote. Not only that, they want to get civil service employees on their side because of the effect they have on so many voters. Policemen, firemen, social workers, sanitationmen, clerks and others who work in government are regarded by their neighbors as better qualified to determine who is best fitted for public office, because of experience with public officials.

The bid for the civil service vote is made by candidates for all offices, from the highest to the lowest. President Eisenhower himself is expected to bid for the civil service vote by citing fringe benefits for Federal employees, enacted during his administration, and already officials he appointed are describing the Administration's civil service record in glowing terms.

STEVENSON EQUALLY ACTIVE

Adlai Stevenson, Democratic opponent of the Republican nominee, has shown equal interest in winning the support of civil service employees. Olin D. Johnston, (D., S.C.), chairman of the Senate

(Continued on Page 4)

Telegrams Ask Full Response on Dues Drive

In a telegram to all presidents of Civil Service Employees Association chapters, John F. Powers, CSEA president, urged that all payroll deduction of dues cards be sent to Association headquarters at once.

Mr. Powers, reminding presidents of a Sept. 21 deadline for the first deduction, urged also that the current sign-up drive be continued at full-speed.

Alex Greenberg, statewide co-chairman of the membership Committee, announced earlier that the rate of new memberships under the deduction plan indicated an alltime high in membership of more than 70,000 if present members cooperated fully.

Mr. Greenberg said that "the CSEA has before it a golden opportunity. The easy method of membership available to civil service employees should reap a membership harvest."

The membership chairman requested the aid of all fellow members in securing a maximum membership in the Association.

"We are already a great organization," Mr. Greenberg said. "Let us take the full advantage of the opportunity to be even greater. We can go to unimagined heights if we use our imagination and the will to work."

GSEA Digest

1. Delay seen in effecting health insurance plan. See Page 1.
2. Report on Chemung County workshop. See Page 14.
3. President Powers' column. See Page 3.

NYC Chapter Debates Important Assn. Issues; McFarland Is Installer

Some of the most important issues before the Civil Service Employees Association were discussed at an installation meeting of the New York City chapter, held in Gaaner's restaurant.

1. Salary increase. The resolution adopted by the Association's board of directors, for a 15 per cent increase, was discussed from the floor in terms of 15 being the percentage to which the Association must firmly adhere.

2. Health insurance. The tentative plan of benefits offered by the Association to its members for discussion was enthusiastically approved, as far as it went, but a resolution asking inclusion of medical benefits was unanimously adopted by the chapter. Such benefits would pay the doctor's bills for either home or office ministrations. The idea of the employee paying part of the fee, to minimize the risk of unnecessary demands for medical attention, was opposed.

3. Membership. Samuel Emmett, a member of the Association's

membership committee, and chairman of the chapter's membership committee, reported that the Association expects to attain a membership of more than 70,000. He attributed this to the hard work done by the membership of the Association and chapters, and to the dues checkoff, soon to be put into operation. Mr. Emmett added that the chapter itself expects its 3,500 membership to rise to 5,000. He reported the Association roll of new members already exceeds 3,000.

4. Insurance dividend. Sol Bendet, installed as chapter president for the sixth successive year, announced that the Association is considering increasing the "free insurance" under the Group Life Insurance Plan. He spoke as if he had no doubt that the increase would take effect. He described the benefit as an earned dividend of insurance, and explained that the dividend would be three times the amount deducted from an employee's pay for one payroll period; for

(Continued on Page 16)

Oct. 26 Last Day to Apply For First Exam in State's New 'College Series'

The State Civil Service Department, ordinarily the administrator of competition, is itself competing this fall. The competition is with private industry for collegians and college graduates to fill jobs in state service. Applications close October 26 for the first examination, to be held Saturday, November 17.

The title of the test is professional and technical assistant. The examination is No. 4040.

Vigorous Drive

In its revitalized campaign, the state will go to the student, with a vim it has not previously shown, sending representatives to college campuses to discuss many job opportunities with seniors, and juniors who are looking ahead to 1958. High pay will be a main attraction—\$4,000 and some jobs at \$4,650 to start, with a yearly raise and good chances for promotion. In addition, residence requirements have been eliminated, so that any qualified U. S. citizen may compete.

Opportunity for All

While the state seeks those who studied specialties, whatever their studies, all students may apply for administrative work, a route to top jobs.

Majors in philosophy or English have now come into their own. Social science and other specialists can qualify in such fields as eco-

nomics, psychology, statistics, biology, chemistry, physics, library and journalism. Graduate work is required only for jobs in law.

More Than One Exam Date

At least three tests will be held during the coming school year—in November, February and May. Lists are continuously open, with names added as the candidates qualify.

The November 17 test will be given at locations convenient to the college graduates.

Full information is obtainable at college placement offices, the State Department of Civil Service, State Office Building, Albany, or the department's examining division, 39 Columbia Street, Albany; or the department's New York City office, Room 2301, 270 Broadway, New York 7, N. Y.; or the Buffalo office, Room 212, State Office Building.

Candidates who took the test last year may want to try to improve their score. If so, they may do so without paying another application fee of \$3, unless they pass the test, another stimulus to recruitment.

Internship Exam

In addition to the regular college series there is a state examination for public administration internships, for which the application fee is \$4, but needn't be paid by those who want to im-

prove their score in the last test, unless they pass this one.

The examination is No. 4140. The nationwide written test will be held also on Saturday, November 17, for the jobs, which include such duties as report preparation, budgetary study, analysis and research.

By June 30, 1957, candidates must have completed 12 semester hours in one of the following: public or business administration, (exclusive of accounting, advertising, banking, insurance, real estate or retailing), personnel or public fiscal administration, administrative analysis, and municipal, state or federal government. Also needed are either one year's graduate work leading to a master's degree, or one year of paid experience in a junior administrative capacity in an appropriate field, plus a related bachelor's degree.

Apply at the same places as for the other test.

Pay Rates of U.S. Grades

The following are the pay rates of the 15 Federal General Service grades, with grade minimum, periodic increase (annual increment), and grade top. Provision is made for additional increases, beyond the normal grade top, for long years of service.

Grade	Min.	Inc.	Max.
GS-1	\$ 2,690	\$ 85	\$ 3,200
GS-2	2,960	85	3,470
GS-3	3,175	85	3,685
GS-4	3,415	85	3,925
GS-5	3,670	135	4,480
GS-6	4,080	135	4,890
GS-7	4,525	135	5,335
GS-8	4,970	135	5,780
GS-9	5,440	135	6,250
GS-10	5,915	135	6,725
GS-11	6,390	215	7,465
GS-12	7,570	215	8,645
GS-13	8,990	215	10,065
GS-14	10,320	215	11,395
GS-15	11,610	270	12,690

preserve the basic constitutional rights of employees of the State and local governments. I hope that the committee will be able to make recommendations for appropriate legislation in time for consideration by the Legislature at the forthcoming session."

Harriman Appoints Security Committee; Whitelaw Reid Chairman

ALBANY, Sept. 24—Governor Averell Harriman announced the formation of a Committee on Public Employee Security Procedures. He appointed the following members:

Whitelaw Reid of Purchase, chairman of the Board of the New York Herald Tribune, chairman.

Irving M. Engel of New York City, lawyer and president of the American Jewish Committee.

Allen T. Klots of Syosset, former president of the Bar Association of the City of New York.

Myles J. Lane of Brooklyn, former United States Attorney.

Charles J. Tobin, Jr., of Albany, former chairman of the Committee on State Legislation of the State Bar Association.

Careful Re-Examination Planned

The Governor announced that the committee was appointed after consultation with Attorney General Jacob K. Javits and that the Department of Law and the State Civil Service Commission, as well as the Governor's office, would assist the committee.

Dual Responsibility

"The present Security Risk law, which was enacted in 1951," Governor Harriman stated, "was extended at the last session for an additional year. In the light particularly of recent United States Supreme Court decisions, it is apparent that this law requires careful re-examination, together with the basic provisions of the Civil Service Law prohibiting the employment of subversives.

"It is imperative that we keep Communists out of public agencies and at the same time that we

SHE STARTS BALL ROLLING



Mrs. Margaret Trout, of White Plains, president of the Westchester County Civil Service Employees Association unit, rolled out the first ball as the newly organized County Employees Bowling League made its debut at the Post Bowling Academy in White Plains. Eight teams, consisting of two men and two women each are meeting for weekly play. They are from the departments of Accounting, Personnel, Welfare and Health, Public Works and Parks.

NYC ELIGIBLE LISTS

ASSISTANT ARCHITECT

2nd Filing Period

CHEMIST

New York City Transportation Authority (Power Department)

1. Seidman, Arnold Brooklyn ... 78025
2. Sturm, Jerry Manhattan ... 78025
3. Cunnick, Brendan Bronx ... 72175

CHEMIST

Department of Health

1. Siegel, David Brooklyn ... 74925

CHEMIST

Office of the President, Borough of Queens

1. Geiger, Jacob Forest Hills ... 7200

CHEMIST

(Air Pollution Control)

1. Hochbeiser, Seymour Brooklyn 78775
2. Theophil, Charles Brooklyn ... 78175

CHEMIST

New York City Transit Authority (Construction Department)

1. Deldeva, Frances Brooklyn ... 73025

CHEMIST

(Purchase)

1. Altman, Morris Manhattan ... 78775
2. Rosenblatt, Solomon Rego Park 75925
3. Pacifico, Angelo Bronx ... 74725

Dr. Henne Gets Post as Head of Newark School

ALBANY, Sept. 24 — Appointment of Dr. Frank R. Henne as director of Newark State School was announced by Dr. Paul H. Hoch, Commissioner of Mental Hygiene. The salary range is \$12,530 to \$14,790. Dr. Henne will take over the new post October 1. He succeeds Dr. Isaac N. Wolfson, recently appointed senior director of Letchworth Village.

Dr. Henne has served for the past eight years as assistant director of Harlem Valley State Hospital at Wingdale. He began his state service in 1936 as a medical intern at Marcy State Hospital, advancing to assistant physician in 1938 and senior assistant physician in 1941.

Prior to entering state service he was in general practice in Clayton. During World War II he served on the staff of Billings General Hospital, Indiana, and with the 114th Staff Hospital in North Africa and Italy.

Victor E. Cavallary of Brooklyn, a senior clerk in the New York City Department of Health for six years, won a New York State regents war veterans scholarship worth \$1,400. He will take New York University's pre-law course.

INDUSTRY CHARTER'S NEW OFFICERS PLAN



Industry chapter of the Civil Service Employees Association has chosen its new officers to lead the chapter during the coming year. They are seated from left, Mrs. Obelene Arthur, alternate delegate; Walter Batholomew, president; Mrs. Viola Hanna, secretary. Standing are, from left, Norman Olson, vice president, and William Hickey, delegate. Mrs. Mabel Dart, treasurer, was absent when the picture was taken.

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Job Audits Begin For Employees in Limited Grades

To lead off the second phase of on-the-job studies the New York City Personnel Department has chosen a group of employees with special problems raised by a 1942 reclassification.

The group, composed of more than 2,000 surveyors, architects and engineers, and their assistants, are now receiving classification questionnaires. The forms must be returned by October 15. After they are analyzed, desk audits will be made by field visiting units.

Previous audits were of jobs in unlimited salary grades. The present study marks the beginning of job audits of limited grade tops.

On September 12, the Personnel Director authorized questionnaires for various titles in the engineering and architectural occupational groups. This authorization does not apply to those who enjoyed unlimited rights in grade 4 of the engineering and architectural service prior to July 1, 1942 and for whom questionnaires were previously forwarded.

Last Call for NYC Positions At \$81 to \$115 a Week to Help Stop Juvenile Delinquency

"Competent personnel can help solve the problem of juvenile delinquency," Joseph Schechter, New York City Personnel Director, said in an appeal for social workers to apply for jobs with the City Youth Board.

"To make real headway with this pressing problem, the City must have qualified and adequate personnel," Mr. Schechter added. "We are seeking applicants for street club workers and program review assistants."

The Board of Estimate last year granted almost \$1,000,000 for the expansion of the work and services of the Youth Board.

Mr. Schechter pointed out that

senior street club workers deal with unattached youth groups in an effort to re-direct their activities to useful purposes. Salaries range from \$4,250 to \$5,330 a year, with yearly increases, frequent promotional opportunities and full civil service benefits, be added.

Duties of program review assistant include directing and inspecting the progress of youth serving projects conducted by public and private agencies. The salary range is from \$6,050 to \$7,490 a year.

Apply to the Department of Personnel, 96 Duane Street, New York 7, N. Y. by Wednesday, September 26.

Schechter Rallies Staff To 'Sell' Clerk Exam To Public in a Big Way

Top officials of the New York City Personnel Department have decided to conduct an intensive drive to obtain a large response to the clerk examination that opens on Monday, November 5. Led by Personnel Director Joseph Schechter, the officials mapped a campaign that includes press, radio, and television announcements, the display of posters, and even talks to large groups.

Schechter Whoops It Up

"The City offers excellent opportunities to men and women to start a career that can lead to responsible and well-paying positions," said Mr. Schechter. "We strongly urge prospective candidates to begin preparing for the test, which we consider one of the most important the City will hold."

"The Borough President of the Bronx (John J. Lyons) has said that the clerks are the backbone of the City offices, and that those offices could not get along without them. Prospective candidates have our assurances, too, that the work they will do will be of extreme importance to the efficient operation of the City departments, and that rewards in satisfaction, as well as in salary, will be awaiting appointees."

"The starting pay is the highest the City has ever offered for this position, and the opportunities for promotion may be expected to be good, for those appointed from the new list, if they apply themselves diligently to preparation for promotion examinations."

"From among the ranks of the clerks the City has obtained some of its best administrators, and the promotion opportunities for all the way up to the top competitive administrative post of chief administrator."

Will Apprise Public

"The public may not realize how excellent are the opportunities to get a life-time job that is well worth having, but it is our intention to apprise the public fully of the fact, as part of our revitalized recruitment campaign."

Dr. Theodore H. Lang, Deputy Personnel Director, and Arnold DeMille, director of the Division of Recruitment and Public Relations, were present at the conference that voted an all-out drive to bring home to the public the attractions



JOSEPH SCHECHTER

of working for the City, and applying for the clerk job. It was agreed that these advantages had not been fully exploited in the past.

As many eligibles on the present list will be appointed as is possible between now and the date the new list is issued. One estimate was that 1,000 of them would be appointed.

No Age Limits

Clerk positions, grade 3, start at \$2,750 and rise to \$3,650 a year. The starting pay, \$53 weekly, rises to \$70 through increments.

The department will receive applications from November 5 to 26. Thousands of jobs will be filled from the new list.

Candidates from age 17 to the age of 70 are eligible to apply, but must be at least 21 for appointment. No training or experience will be required to apply. Candidates will be tested on general intelligence, vocabulary, mathematics,

spelling, office procedure and similar subjects.

Educational Requirement

A high school or equivalency diploma will be needed for appointment. Free refresher courses are being offered at Charles Evans Hughes Evening High School, 18th Street near Ninth Avenue, Manhattan. Interested candidates may apply any school night except Friday this week, at 7 P. M. Candidates will be given a year to meet the formal education requirement for appointment, but the earlier a needed equivalency diploma is obtained, the better.

The work-week is 40 hours, with compensation for overtime.

The pension benefits will be stressed in the solicitation, too. They permit retirement at half pay after 25 years' services, and at proportionately more in longer service.

Appointees also get optional Health Insurance Fund coverage, the City paying half the cost.

The written test will be held on Saturday, March 16.

ELIGIBLES

CHEMIST	
R. Rabinowitz	81.05
S. Stern	80.05
L. Deutsch	80.10
M. Stein	80.55
R. Freeman	79.09
H. Schulz	80.19
J. Sherman	80.07
O. Romig	80.00
M. Adler	80.00
V. Waicula	85.79
A. Brucato	85.45
I. Ettinger	80.57
M. Fitzgerald	80.45
E. Naiman	80.25
G. Adler	80.25
D. Goland	80.91
T. Gershan	80.11
H. Schenitzer	79.05
H. Salomon	79.07
H. Laffer	73.58
H. Zeffin	77.48
A. Folsom	75.97
L. Joseph	75.77
P. Tomman	76.78
A. Henderson	74.74
S. Lerner	74.04
D. Shepard	70.00

PROMOTION 'LADDER' FOR THOSE WHO'LL BE APPOINTED CLERK

The following table shows the slots by which New York City clerk appointees will be able to rise to positions of greater responsibility and salary, through passing promotion examinations:

Title	Grade	Pay Range	Increment
Clerk	3	\$ 2,750-3,650	\$150
Senior clerk	6	3,500-4,580	180
Supervising clerk	10	4,559-5,990	240
Administrative assistant	13	5,450-6,890	240
Administrative associate	16	6,400-8,200	300
Senior administration assistant	18	7,100-8,900	300
Administrator	23	8,000-11,100	350
Senior administrative	28	11,200-13,600	400
Chief administrative officer	32	13,100-No limit	—

THE PUBLIC EMPLOYEE

By JOHN F. POWERS

President

Civil Service Employees Association



Social Security a Necessity

The civil servant cannot afford NOT to have Social Security. That is full Social Security in addition to his retirement allowance. This is known as supplementation. It is the only type of Social Security plus retirement in which the public worker is interested. All other schemes such as integration or co-ordination which in some way or other merge the Social Security system into our retirement system will be unacceptable.

However, there is still a lot to be done before supplementation is a fact. A law must be passed in the 1957 legislature and a referendum voted upon by the members of the retirement system.

The Association will sponsor a supplementation bill as it did last year, and the State Comptroller says he will give his blessing to his own bill calling for the same thing.

Legislature Must Be Persuaded

But a legislature must be persuaded to pass such a bill.

Our first step is to convince our legislators that supplementation is what we want.

This November a new Senate and Assembly will be elected in New York State. Immediately after the election, we should let our representatives know our position on Social Security.

Between now and election, we must organize our campaign so that we do not fail to impress our views upon each and every legislator.

ENGINEERS DISCUSS PAY APPEAL ..



Public Works Local 733, Building Service International Union, plans a pay appeal, to be heard on October 4 at New York City Hall. Upgrading of bridge operators, bridge operators in charge, supervisors and assistant bridge operators is sought. From left, John McKenna, bridge operator in charge; Harry W. Seabold, president of the local; Arthur Rauhouse, engineer in charge of Harlem River Division; Conrad Rank, engineer in charge of Bronx, Queens and Richmond Division, and Alfred Molin, vice president.

Election Can Be Swung By Civil Service Vote

(Continued from Page 1)

Post Office and Civil Service Committee, is already making political speeches, to public employee conventions, denouncing the Eisenhower administration's opposition that killed the Senator's bill to liberalize Federal pensions. Since this measure has strong support from employee organizations, the Senator feels that taking the opposition to task for blocking pension improvement is popular with the government workers.

Also, the Senator and others in the Democratic camp point out that the Republicans claim credit for legislation that could not have been passed by Congress without the votes of Democrats in both the Senate and the House. The argument is, Sure, the President signed the bills, but if the Democrats had not voted for them, there would have been no bills to sign. Some of the measures, the argument continues, originated with the Democrats, and others were more effectively supported by them than by the Republicans.

THE GOVERNOR AS MERIT SYSTEM'S FRIEND

Mr. Stevenson is expected to point proudly to his civil service record as Governor of Illinois, including improvements in the merit system that he sponsored, and for which he fought successfully, despite opposition that was often bitter.

The two candidates for Vice President, Richard Nixon, the Republican incumbent, and Senator Estes Kefauver of Tennessee, the Democratic candidate, are getting portfolios of speeches ready, aimed at wooing the civil service vote.

The civil servants represent almost 20 percent of the New York State's voting population, hence their vote is recognized as being easily enough to swing an election, whether on a national scale in which states must be won to obtain electoral votes or on state or local levels, where the direct vote decides the result.

In elections for public office in New York State the civil service vote is considered to be of special importance. President Eisenhower carried the state by 800,000, a fact and a figure the Democrats can't forget. But the Republicans know, as well as do the Democrats, that a lapse of four years can work a considerable change. New York State Democrats will strive hard to reverse the result of 1952, and will make strong appeals for the civil service vote as a major objective toward victory.

WAGNER WORRIED ABOUT CIVIL SERVICE VOTE

Only one statewide office will be contested in the election, though it is one for a Federal office. Mayor Robert F. Wagner, Democrat, will seek to succeed Herbert H. Lehman, who succeeded the Mayor's father. Attorney General Jacob K. Javits, the only



JACOB K. JAVITS

Republican elected to statewide office in the otherwise Democratic sweep by Governor Averell Harriman and his ticket, in 1954, had proved himself previously to be a vote-getter. Both Mr. Wagner and Mr. Javits have won all elections in which they sought public office, and both are looking for civil service votes to prevent the fortunate chain from being broken. Mr. Wagner is the first Mayor of New York City to assume personal responsibility for civil service administration. That fact proved to observers how conscious he is of both the importance of civil service and the political support of civil servants. He will point to his civil service record as Mayor, particularly the Career and Salary Plan, the raises it brought employees, and how his Administration has supplanted the City's job jungle with an orderly array of titles, duties and pay. Mr. Javits has already attacked inadequacies and inconsistencies in civil service administration in the City, and what he calls other acts of commission and omission of the Wagner Administration.

But as there have been some strong expressions of dissatisfaction among City employees, Mr. Wagner is reported worried about the Civil Service vote.

JAVITS TO PULL NO PUNCHES

As the campaign gets hotter, such words as "bungling" may be

(Continued on Page 5)

TRAINOR RUNS CAMPAIGN TO ELECT RIBAUDO

Attorney Martin M. Trainor has been appointed campaign manager for Municipal Court Justice Guy Ribaudo, running for a full 10-year term in the Municipal Court (Yorkville). Judge Ribaudo was temporarily appointed by Mayor Robert F. Wagner last March.

NYC ENGINEERS TO MEET

The Municipal Engineers of the City of New York will meet on Wednesday, September 26 at 8 P.M. at 29 West 39th Street. A color film, "Construction of Off-Shore Radar Island," popularly known as a Texas Tower, will be shown. Stewart I. Sherman will preside.

Sept. 27 Last Day for Next Entrance Test For U. S. Jobs

Candidates for the next federal service entrance exam, set for Thursday, October 13, must apply by Thursday, September 27. The consolidated test will be used for filling jobs that previously went to eligibles through different exams.

Additional written tests have been scheduled for November 10, January 12, February 9, April 13, May 11, July 13 and August 10. Candidates may apply indefinitely for examination on dates later than October 13.

Jobs to be filled are trainee positions, paying \$3,670 to \$4,480; fewer others at \$4,525 to \$5,335, and some at \$4,980 to \$4,890.

The Various Fields

A college degree is required for grades the higher jobs, but none for the lowest grade.

The Federal government is seeking the "college type mind" for jobs in such fields as social sciences, procurement and supply, personnel management, library science, statistics, investigation and many others.

There are no specific age limits. Persons of 70 or over on the day they start work will be given temporary renewable appointments for not to exceed one year. Applicants must be U. S. citizens or owe allegiance to the United States.

Partial scholarships under which attorneys employed by New York City may study at the Practising Law Institute are offered. City Personnel Director Joseph Schechter announced.

The number of scholarships is expected to be large enough to accommodate all interested. Attorneys applying for partial scholarships must be endorsed by the department employing them. The courses applied for must relate to the work normally assigned to the lawyers.

Classes began on September 24 but scholarships are yet to be awarded.

The institute is a non-profit operation chartered by the Board of Regents.

Among the courses offered are trial technique, medical aspects of litigation, accounting for lawyers, real estate, and labor disputes and their settlement.

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Public Employee Vote

(Continued from Page 4)

expected from Mr. Javits to describe the Mayor's Administration, for the former Representative in Congress is known to be a vigorous and outspoken fighter. How well Mr. Wagner can stand up against such a tireless and fearless fighter, especially one who carried the state against an opponent with the charmed name of Franklin D. Roosevelt, Jr., has even the Mayor's backers worried. Mr. Javits did not ride in on the coattails of some popular candidate of his party, but under his own steam, the hard way. Thus the Mayor's backers are even more anxious to get civil service votes than the campaign managers of any other candidate. In political circles, the fact is well realized, regardless of party loyalty, that this time Mr. Wagner really has a fight on his hands. Nor has the Mayor attempted to minimize the situation. He is very ambitious to succeed to the Senate seat his father held. The Mayor could not decline the opportunity to run now, without running the risk that next time it would not be offered to him. Even if defeated this time, he could get the nomination next time, paralleling Mr. Stevenson's experience, is the underlying motive.

The Mayor's campaign committee has been going over his record as Mayor and as Borough President of Manhattan, in particular, so that whatever he has done for the City employees will be driven home. The creation of the City Labor Department, and the labor relations program it devised, and that the Mayor put into interim effect pending a final plan, the 40-hour week, the democratic processes invoked to the hilt in formulating the Career and Salary Plan, and the respectful attention given to suggestions and recommendations of employee groups, are among the points included.

JAVITS TO LIST WAGNER'S BROKEN PROMISES

Left for Mr. Javits to discuss, perhaps, are the campaign promises the Mayor made but never kept, including the 75-25 pension contribution ratio (the City assuming the larger percentage), compared to present approximately 50-50 for all except policemen and firemen, who got 75-25, but not from Mayor Wagner.

REASONS FOR DISSATISFACTION WITH WAGNER

Not all City employees agree with all of Mr. Wagner's claims. Many complain of salary injustices imposed on them by the Career and Salary Plan. Policemen and firemen are smouldering with disappointment that their salary requests have not been met, or even approximated. Particularly resentful are the firemen, still awaiting a decision, though one was promised many weeks ago, after all hearings before all authorized boards were held. Spokesmen for 6,000 clerks threaten to vote against Mr. Wagner, if he does not see that they are slotted in pay grade 9, instead of present grade 6. Employee groups have openly accused him of stalling on this issue, just as the firemen feel, though without publicizing the fact, that he is stalling on their pay requests.

The issues are therefore hot and varied. The civil service vote cannot be won by default. Mr. Javits will see to it in the Senate race, others in the other contests. Mr. Javits is preparing a portfolio of civil service speeches the nature of which has not been revealed.

COX AND DI FALCO BACKED BY CIVIL SERVICE EMPLOYEES

The contest for the two vacancies in the New York County Surrogates' bench is also marked by strong efforts to woo the civil service vote. Both Associate Justice Joseph A. Cox of the Appellate Division, and Justice S. Samuel Di Falco, of the State Supreme Court, have civil service committees. The two judges are the regular candidates of the Democratic and Liberal parties. Justice Di Falco is making a particularly concentrated appeal to civil service workers through a newly formed committee consisting of Frederic Q. Wendt, Raymond E. Diana, Henry Feinstein, and Howard P. Barry. And Justice Di Falco has a man of civil service fame as his campaign manager—Theodore H. Kheel, formerly head of the City Labor Division in the Mayor's office, and now joint impartial arbiter for the Transit Authority and the Transport Workers Union, in addition to being such an arbiter for the private bus companies and their employees.

U. S. Policy in Cases Of Dismissal For Inefficiency Attacked

WASHINGTON, Sept. 24 — A suit was filed in Federal District Court on behalf of a former Rural Electrification Administration methods and organization specialist who was dismissed last year for alleged inefficiency.

The case challenges the U. S. Civil Service Commission's interpretation of employees' rights to appeal under the Veterans Preference Act.

The Commission bases its action on a 1947 ruling by the Attorney General applying to the Efficiency Rating Act then in effect. According to the petitioner's attorneys, the act has never been specifically reaffirmed as applying also to the current act, and has never before been challenged in court.

The importance of the case to all veterans lies in the fact that the Commission has declined, since 1946, to discuss the merits of any dismissal based on inefficiency. The correctness of the rating will not be examined; only an employee contention that civil service procedures were violated.

Trial Ordered in Suit That Calls Promotions Without Exam Illegal

ALBANY, Sept. 24—Supervisors of park operations, employed by the New York City Parks Department, obtained an order from Justice Harry E. Shirick in Albany County Supreme Court, directing a trial of the issues of fact and law in their suit to prevent promotions by "transfers." The employees, through Samuel Resnicoff, their legal counsel, say that though they have long and worthy records in eligible titles for promotion, they have never had an opportunity to take a promotion examination because selected employees were promoted by "transfer" to higher duties. This is illegal, Mr. Resnicoff holds.

"The Career and Salary Plan," said Mr. Resnicoff, "attempted to cement employees into the higher title of assistant park director without a promotion examination. The attempt was a legal nullity. The object of the suit is to have the attempt so declared judicially."

Approved by State

The State Civil Service Commission approved the reclassification resolution adopted by the City Civil Service Commission. The offices of City Corporation Counsel Peter Campbell Brown and State Attorney General Jacob K. Javits represent the defendant City Civil Service Commission and Department of Parks, and the State Civil Service Commission, respectively. Both public officials, through aides, moved for a dismissal of the petition. The motion was denied.

Memorandum by Court

Justice Shirick in a memorandum wrote:

"Whether the reclassification of the positions in question constitute promotions and whether competitive examinations are practical therefor constitute questions of fact which must be tried."

The case was the first one to attack as illegal the policy of promotion without examination

that was made an integral part of the Career and Salary Plan. Another group of employees started a suit on different premises, attacking promotions resulting from the on-the-job study of titles, duties and pay, the second phase of the Plan.

MILCHMAN TO ATTEND SAFETY CONFERENCE

Daniel Milchman, coordinator of the New York City Safety Program, has been invited to attend the state's first Worker Safety Conference, called by Governor Averell Harriman for September 27 and 28 in Albany.

David Sarnoff, president of the Radio Corporation of America, is chairman.

The Governor has initiated the Conference, said Mr. Milchman, in an effort to reduce the 3,400 disabling accidents that occur monthly throughout the State, at a cost of \$750,000,000 a year.

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See Page 11.

Looking for a Home?

Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 97 Duane Street, New York 7, N.Y.

ROCKLAND SHERIFF HEADS ASSOCIATION

ALBANY, Sept. 24—J. Henry Mock, sheriff of Rockland County, is the new President of the New York State Sheriffs' Association. He succeeds G. Forrest of Genesee County.

ALBANY, Sept. 24—Eugene J. McGuire, the last elected Sheriff of Bronx County, died at his home in New York City Aug. 21. He was 91 years old.

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TUESDAY, SEPTEMBER 25, 1956

U. S. Promotion Tests Should Be Competitive

A RESOLUTION on promotions, adopted by the convention of the National Federation of Federal Employees, asks that they be made strictly on the basis of merit and fitness.

This seems to hint at the advisability of the Federal complex and sprawling Federal government, but not inasmuch as it is so successfully done by state and local governments. True, the practically standard method in smaller jurisdictions would be more difficult to administer in the complex and sprawling government, but not impossible.

As it is, many a Federal promotion is based more on personal liking for an employee than on his merit exceeding that of other eligible employees.

Limitations of a Silent Watchdog

The Federal Civil Service Commission has long been the barkless watchdog over promotions, but has neither large enough staff nor clear enough authority to compel merit always to be substituted for favoritism.

Favoritism may be the exception, with a little office politics or even political politics, thrown in. The prime necessity is to get the government's work done well. That obligation itself limits the extent to which favoritism can be practiced. Many thousands of valuable Federal employees have justly earned their promotions, gotten them the hard-way, and others have been advanced undeservedly, while much more competent ones were allowed to stagnate in dead-end jobs.

Competitive examinations themselves are no panacea. They are, however, far different than the lesser of two evils. They have an affirmative value in their creation of employee confidence in the fair-mindedness of the employer, and raising and sustaining of employee morale. Once a competitive promotion program is adopted, it is never abandoned. That is as high a tribute as one can pay to any method in the difficult field of employee relations.

Time to Try It Widely

The Federal government should introduce competitive promotion examinations in some of its departments and agencies, just to find out for itself if the method satisfies requirements.

Certainly candidates who attain the highest scores do not always make the best supervisors. A better selection could be made occasionally through informal means. That fallibility is the price of equity for the employees. Nor is the price exorbitant. If it were, competitive promotions would not have lasted for decades, nor would they have become a permanent part of all civil service systems that have adopted them.

The Federal government, for only the second time, is holding competitive tests for promotion to post office supervisory positions. The results of the first test therefore must have been satisfactory. If the same experiment were amply extended to other departments, the final result would be foregone.

The day of competitive promotions in the Federal government must come. Somebody in our lifetime might like credit for accomplishing the improvement.

THREE ROME RESIDENTS IN INSTITUTION POSTS

ALBANY, Sept. 24—Governor Harriman has announced the interim appointments of three Rome, N. Y., residents as board members of two state institutions. Appointed were: Mrs. Henry N. Reid and William W. Weissman, to the board of visitors of Marcy State Hospital, and Mrs. Kathleen C. O'Shea, to the board of visitors of Rome State School.

LETTERS TO THE EDITOR

WANTS TO KNOW ABOUT OTHER HEALTH PLANS Editor, The Leader:

In recent issues of the Leader there have been full page advertisements by Blue Cross-Blue Shield describing how their plan meets the specifications described by the insurance committee of C.S.E.A. It is unfortunate that the other major carriers of health and accident insurance did not see fit to buy space to describe the features of the plans they can offer, with a point by point analysis of how these also meet these specifications, as, in fact, they do. From reading the Leader alone, the impression is fostered that only by contracting with Blue-Cross Blue Shield can employees be protected. Obviously this is not the case. Major employers such as General Electric and Sears-Roebuck cover their employees with a different type of plan, economical to both employer and employee, and to the general satisfaction of both.

The principal way in which Blue Cross-Blue Shield coverage differs from standard coverage is the type of policy, "service" instead of the usual "cash payment" type. When Blue Cross-Blue Shield states that no other company will offer their terms, they mean chiefly that the others do not have "service" contracts, but the misleading impression that they leave is that no other company will give as good a contract as theirs. C.S.E.A. members could hardly make up their minds on the latter point unless they were given more facts, on both sides.

The "service" contract guarantees payment of certain types of expenses, regardless of price (hospital room, surgeon, etc.) subject to various limitations on income, maximum price, affiliation with hospitals, etc.; it is completely dependent on staying in a hospital. This is an expensive form of coverage, since it contains no incentive for the patient to keep expenses low. Practically all "cash payment" pays cover whatever expenses occur, but reduce overall costs by introducing patient participation in the bill.

In deciding on the best plan for civil service employees we should compare not only the services offered but also the price tag. No insurer will give us something for nothing and it is up to us to shop for the best dollar's worth, since we are going to help pay the premium. By presenting comprehensive information on

(Continued on Page 12)

Three Named as Bank Examiners

ALBANY, Sept. 24—The State Banking Department has appointed three new bank examiners at a salary of \$5,390 per year.

They are: Alfredo Giuliani, Yonkers; James W. Hurley, Farmington, Conn., and Henry W. Wasmer, New Hyde Park.

The appointments are effective Sept. 24.

OSWELL HONORED ON RETIREMENT

A dinner was given at Fraunces Tavern in honor of Naudin Oswell, who recently retired as manager of Queensbridge Houses, New York City Housing Authority. Samuel Schooler was chairman.

Mr. Oswell spent 26 years in public service, including 16 years as manager.

MODERN PUBLIC ADMINISTRATION

SOME CITIES are attempting to lessen the problem of making monthly financial balances by improving their administration and accounting methods.

In Ocala, Fla., a centralized finance department performs work formerly done by six difference offices. Even further consolidation is being sought by state legislation. All accounting records are kept by machine methods. The manual methods had been in effect since 1879.

Helpful steps taken by Aransas Pass, Tex., to speed up delinquent tax collections include provisions that those who are late in paying may not be employed by the City or do business with the City. Also, an up-to-date delinquent tax roll is prepared and referred to the City Attorney for use in filing tax suits promptly, says the Municipal Finance Officers Association.

Complete modernization of the Tulsa, Okla., accounting system has taken place during the past two years. Various forms have been combined into a single document. The City installed machine methods.

Corpus Christi, Tex., has systematized utility office functions in a 305-page manual of procedure distributed to all employees concerned.

Students Get Taste of Working Government

The local high school and the City government of Middletown, O., sponsor an intern program in which members of the senior class volunteer to work two or more afternoons a week after school in City departments.

The Civil Service Assembly says that the purposes are: to acquaint the students, and indirectly their parents, with the activities of the city government, and to interest students in a possible career in municipal government.

Thirty-five students participated in the program during the last school term, and a few of them were hired for temporary summer work afterwards. Under the program the students say what department they would like to work for and then are assigned to various offices. The department head explains the functions and activities of his department before giving them work.

Assignments last from one to six weeks, after which students may be transferred to other departments.

Policewomen on Parking Duty

Fresno, California, has completed five years of using uniformed women police officers for parking and traffic control.

The City now has 10 women on this duty. They wear tailored uniforms of the same color as the male officers and ride three-wheeled motorcycles equipped with two-way radios.

To qualify, a woman must be a high school graduate between 25 and 35 and must pass written, oral and medical examinations. The pay ranges from \$295 to \$345 a month. Increases are given once a year over a three-year period.

Most male officers did not want the job of checking parking violations, the Civil Service Assembly reports.

Message Service to Motorists on Road

Persons wanting to reach motorists on two major French highways may now do so via autograms sent from any post office in France, West Germany, Luxembourg, or the Netherlands.

France's department of Posts, Telegraphs, and Telephones approved the system which is expected to be especially useful to tourists.

Motorists on the Paris-Marseille-Nice and Calais-Paris-Bordeaux highways will read messages on large roadside panels. Names and license numbers of those trying to get in touch with them will be posted bill-board style. To get an inquirer's telephone number or message, the traveller needs only to stop at the nearest "gas" station.

Residence Rule Liberalized

Hartford, Conn., has liberalized residence requirements for City employees. The Civil Service Assembly reports that the new provision permits an employee to live in a town adjoining Hartford. It also says that upon approval of the City Council, an employee may live anywhere within 10 miles of the City limits, if he is buying or has bought a house.

About 10 per cent of Hartford's employees already live outside the City. Under the old policy, each employee had to appear before the City Council for an individual waiver of the residence requirements for employment.

First New Towns Act in North America

What is believed to be the first New Towns Act in North America is now in effect in the Province of Alberta, Canada, says the American Society of Planning Officials.

Since the law was passed in March, three applications have been received to establish such towns. One is for a satellite to Edmonton, Alb., and the other two are located in unsettled areas.

The law provides that up to a million dollars may be spent by the province to help a new town in its development. The money may either be a grant or in the form of a 40-year loan.

All applications for new towns are sent to the Provincial Planning Advisory Board, which recommends whether or not the proposed new town should be allowed to be founded.

The new legislation is based in part on the New Towns Act of England.

AN IMPORTANT STATEMENT BY YOUR HOSPITALS—

WHEREAS, it has come to the attention of the Hospital Association of New York State that, as provided in the laws of 1956, the Temporary Health Insurance Board is now concerned with the development of policy and specifications of a health insurance program which will provide group hospitalization, surgical and medical insurance for the employees of the State of New York and their dependents, and

WHEREAS, the Hospital Association of New York State is a non-profit corporation incorporated under the Membership Corporations Law of the State and is representative of 305 voluntary and public non-profit hospitals in the State providing 95% of all such general and allied hospital beds and facilities, and

WHEREAS, voluntary and public non-profit hospitals are convinced after 20 years experience that full service benefits as provided by non-profit Blue Cross Plans in cooperation with non-profit hospitals offer the greatest protection to the entire community at lowest possible cost for comprehensive quality care, and

WHEREAS, the non-profit Blue Cross Plans are an arm of our member hospitals and act as the logical intermediary serving the entire community on the one hand and the hospitals on the other, and

WHEREAS, hospitals, in the interest of the community, are the founders and sponsors of Blue Cross and recognize it as their official hospital prepayment plan, designed specifically to serve all groups in the community, and

WHEREAS, 8,700,000 residents of the State of New York have embraced the benefits and the philosophy which are uniquely inherent in this community endeavor, now, therefore be it

RESOLVED, That the Hospital Association of New York State strongly and respectfully urges the Temporary Health Insurance Board that in the development of specifications for group hospitalization for the employees of the State of New York and their dependents it be guided by the provisions of the uniform contract of service benefits offered by Blue Cross Plans of the State of New York which is fully endorsed, in the public interest, by the Hospital Association of New York which is representative of those institutions which will provide the necessary hospital service.

NYC Tests Now Open

The following New York City examinations are now open for receipt of applications, except laundry workers, open October 1, 2 and 3, inclusive. The last day to apply appears at the end of each notice.

Applications are obtainable by mail, except for surface line operator and laundry worker. Filled-in blanks for surface line operator may be mailed in. No mail privileges attach to the laundry worker test.

OPEN-COMPETITIVE

7747. PROGRAM REVIEW ASSISTANT, grade 15, \$6,050 to \$7,490, annual and longevity increments of \$240 each. Four openings, New York City Youth Board. Fee \$5. Baccalaureate degree from a school registered by the New York State University, certificate or master's degree from an approved school of social work, and five years' group work experience in an acceptable agency, three years of which must have been in a supervisory, administrative or consultative capacity. (Wednesday, September 26).

6992. SENIOR STREET CLUB WORKER, grade 9, \$4,250 to \$5,330. Eighteen openings, New York City Youth Board. Fee \$4. Baccalaureate degree from a school registered with the University of the State of New York. Same educational requirements as for program review assistant, except that a master's degree in psychology, sociology or education is also acceptable. Also one year's experience in group or case work, or training in an acceptable school or such experience plus one year's social work. (Wednesday, September 26).

7723. MATERIALS EXPEDITER, grade 13, \$5,450 to \$6,890, annual and longevity increments of \$240 each. One opening, New York City Housing Authority. Fee \$5. Seven years' recent experience assisting New York City department contractors secure materials for construction work, and related experience, or satisfactory equivalent. (Wednesday, September 26).

7721. AIR POLLUTION INSPECTOR, grade 9, \$4,250 to \$5,330, annual and longevity increments of \$180 each. Thirteen openings, Department of Air Pollution Control. Fee \$4. High school graduation or equivalency diploma, plus five years' experience in handling, operating, testing, designing or maintaining air cleaning or fuel burning equipment; or high school graduation plus four years' experience in conducting inspections of pollution sources or related work, or an equivalent combination of training and experience. (Wednesday, September 26).

7775. ASSISTANT SIGNAL CIRCUIT ENGINEER, grade 14, \$5,750 to \$7,190, longevity and annual increments of \$240 each. Twenty-nine vacancies, New York City Transit Authority. Fee \$5. Baccalaureate degree in engineering and three years' railway signal engineering experience, or high school graduation and seven years' experience engineering, maintain-

ing and/or operating a railroad signal system for a rapid transit, interstate railroad, signal manufacturing or signal engineering company. (Wednesday, September 26).

7739. PLANNER, grade 18, \$7,100 to \$8,900, annual and longevity increments of \$300 each. Two openings, Department of City Planning. Fee \$5. Baccalaureate degree in city planning, engineering, architecture, landscape architecture, public administration, economics, sociology, statistics, geography, law or satisfactory equivalent, plus six years' experience organizing and performing research analysis and planning activities for comprehensive city planning, or an equivalent combination. (Wednesday, September 26).

7533. ASSISTANT PLANNER, grade 13, \$5,450 to \$6,890, longevity and annual increments of \$240 each. One opening, Department of City Planning. Fee \$5. Same educational requirements as for planner, and three years of the same experience, or an equivalent combination. (Wednesday, September 26).

7888. ASSISTANT SUPERINTENDENT, children's institutions,

grade 18, \$7,100 to \$8,900, annual and longevity increments of \$300 each. One opening, Department of Welfare. Fee \$5. Baccalaureate degree, master's degree or certificate representing two years' study with a school of social work, plus six years' experience in a child-care institution or in children's group work with an agency, four years of which must have been supervisory or administrative, or a master's degree in early childhood education, education, guidance or psychology plus seven years' experience as above. (Wednesday, September 26).

7349. LETTERER, \$21.91 a day. Seven openings in four New York City departments. Fee \$5.00. Five years' recent experience as letterer or a combination of two and a half years' such experience plus enough experience as a helper, or related educational training, to equal five years. Military experience and veterans' training will (Continued on Page 9)

CHURCH NOTICE

ALBANY FEDERATION OF CHURCHES
72 Churches united for Church and Community Service.

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Where to Apply for Public Jobs

U. S.—Second Regional Office, U. S. Civil Service Commission, 641 Washington Street, New York 14, N. Y. (Manhattan). Hours 8:30 to 5, Monday through Friday; closed Saturday. Tel. WATKINS 4-1000 Applications also obtainable at post offices except the New York, N. Y. post office.

STATE—Room 2301 at 270 Broadway, New York 7, N. Y., Tel. BARCLAY 7-1616; lobby of State Office Building, hours 8:45 to 5:15; and 39 Columbia Street, Albany, N. Y., Room 212, State Office Building, Buffalo 2, N. Y., hours 8:30 to 5. Both offices closed on Saturdays. Also, Room 400 at 155 West Main Street, Rochester, N. Y., Tuesdays, 9 to 5. All of foregoing applies also to exams for county jobs.

NYC—NYC Department of Personnel, 96 Duane Street, New York 7, N. Y. (Manhattan) two blocks north of City Hall, just west of Broadway, opposite the LEADER office. Hours 9 to 4, excepting Saturday, 9 to 12. Tel. CORTLANDT 7-8880. Any mail intended for the NYC Department of Personnel, should be addressed to 299 Broadway, New York 7, N. Y.

NYC Travel Directions

Rapid transit lines for reaching Civil Service Commission offices in NYC follow:

State Civil Service Commission, NYC Civil Service Commission—IND trains A, C, D, AA or CC to Chambers Street; IRT Lexington Avenue line to Brooklyn Bridge; BMT Fourth Avenue local or Brighton local to City Hall.

U. S. Civil Service Commission—IRT Seventh Avenue local to Christopher Street station.

Data on Applications by Mail

Both the U. S. and the State issue application blanks and receive filled-out forms by mail. In applying by mail for U. S. jobs do not enclose return postage. Both the U. S. and the State accept applications if postmarked not later than the closing date. Because of curtailed collections, NYC residents should actually do their mailing no later than 8:30 P.M. to obtain a postmark of that date.

NYC does not issue blanks by mail or receive them by mail except for nationwide tests and for professional, scientific and administrative jobs, and then only when the exam notice so states.

The U. S. charges no application fees. The State and the local Civil Service Commissions charge fees at rates fixed by law.

NYC TESTS NOW OPEN

(Continued from Page 8)
be recognized. (Wednesday, September 26).

7503. ELEVATOR OPERATOR, grade 3, \$2,750 to \$3,650, annual and longevity increments of \$150 each. About 150 openings in various City departments. Fee \$2. Six months' experience within last 10 years as operator. Military experience will receive due credit. (Wednesday, September 26).

7767. ALPHABETIC KEY PUNCH OPERATOR (Remington Rand), first filing period, \$2,750 to \$3,650, annual and longevity increments of \$150 each. Openings from time to time in various City departments. Fee \$2. Efficient operation of the Remington Rand Alphabetic key punch machine. (Wednesday, September 26).

7768. TABULATOR OPERATOR (Remington Rand), first filing period, \$2,750 to \$3,650, increments of \$150 each. Openings from time to time in various City departments. Fee \$2. Efficient operation of a Remington Rand model 8 alphabetic tabulator and associated equipment, such as automatic carriage, sorter and reproducing punch. (Wednesday, September 26).

7769. REMINGTON BOOK-KEEPING MACHINE OPERATOR, first filing period, \$2,750 to \$3,650, increments of \$150 each. Twelve openings, various City departments. Fee \$2. Efficient operation of a Remington Rand class 83 bookkeeping machine. (Wednesday, September 26).

7604. SURFACE LINE OPERATOR, New York City Transit Authority, \$1.86 to \$2.10 an hour, rising to \$1.89 to \$2.13 July 1, 1957. About 250 openings for operator, 200 for conductor. Fee \$3. Men only, minimum height 5 feet 4 inches. Candidates for operator need a motor vehicle operator's license without serious violations for four years preceding September 27, and for appointment, a New York State chauffeur's license. No applications issued by mail. In this test but filled-out blanks may be mailed in. (Wednesday, September 26).

7510. ELEVATOR INSPECTOR, grade 9, \$4,250 to \$5,330, increments of \$180 each. Seven openings, various City departments. Fee \$4. Five years' experience in the last 15 in assembling, installing, repairing or designing elevators; as an elevator machinist for an elevator manufacturer, or maintenance elevator mechanic on various standard makes. Education may be substituted for experience up to a maximum of two years. (Wednesday, September 26).

7575. LAUNDRY WORKER, LABOR CLASS, grade 2, \$2,500 to \$3,400, increments of \$150 each.

Fifty-eight openings, Department of Hospitals. Fee \$2. Women only, maximum age 55, good physical condition. Opening for application Monday, October 1. (The closing date is Wednesday, October 3.)

Ontario County Seeks Clerks, Typists

The Ontario County Civil Service Commission, Court House, Canandaigua, New York, is accepting applications for the following jobs through Wednesday, October 31.

Typist and senior clerk candidates must have been legal residents of the county for one year preceding the test date (November 17). Court stenographer applicants require one year of state residence, but not any county residence.

98. COURT STENOGRAPHER, \$3,200 to \$3,600. One vacancy, Surrogate's Court.

99. TYPIST, \$2,350 to \$2,750. Two vacancies in Welfare Department and Motor Vehicle Bureau.

100. SENIOR CLERK, \$2,600 to \$3,000. One vacancy, Ontario County Civil Defense Office, Geneva, N. Y.

Last Call For Bus Drivers and Conductors

The last day to apply for surface line operator jobs in the New York City Transit Authority is Wednesday, September 26. The jobs to be filled are as bus driver and conductor.

Pay now starts at \$1.86 an hour for a 40-hour week, and raises to \$2.10 after a year, but before appointments will be made from the new list, the new and higher rates will be in effect. They are \$1.89 to start, to \$2.13 after the first year. Overtime is paid in money, at time-and-a-half rates.

NATHENSON APPOINTED

Governor Harriman has announced the appointment of Alan Nathenson, Elmira, as a Commissioner of the Newton Battelfield Reservation, succeeding S. Edward Rose of Elmira whose term has expired.

H. B. Little Retires From A&M Post; Kirk Is Successor

ALBANY, Sept. 24—Harold B. Little of Saratoga Springs, director of the Bureau of Plant Industry of the State Department of Agriculture and Markets, will retire October 1.

Mr. Little is widely recognized as a leader in plant industry activities and has served as an officer of several regional and national organizations in his field.

Director of the plant bureau since 1951, he formerly served as agricultural consultant to help the State Veterans Commission.

Succeeding Mr. Little is Edwin W. Kirk of Brighton, N. Y., farm labor coordinator of the department, who will continue to represent the department in the farm labor field. Mr. Kirk's salary will be \$8,390.

FORT WORTH, TEX., Sept. 24—Frederick Crane, general manager of the Buffalo, N. Y., Sewer Authority, was chosen as a regional director of the American Public Works Association.

Postmaster Lists Secret No Longer

WASHINGTON, Sept. 24—Chairman John E. Moss (D., Cal.) of the House Subcommittee on Government Information, announced that the Administration has consented to publish the names of postmaster eligibles.

The names have been kept secret since September, 1953.

U. S. Civil Service Commission Chairman Phillip Young advised Mr. Moss of the policy shift.

PARK APPOINTMENTS TOLD BY HARRIMAN

ALBANY, Sept. 24—Two new members of the Genesee State Park Commission have been given recess appointments by Governor Harriman.

The new appointees are Arthur A. Davis of Rochester and Barrett Quirk of Genesee.

Announcing the opening of Enrollment in City's Health Program

(H.I.P. and BLUE CROSS)

October 1 to October 12
Coverage to start January 1, 1957

H.I.P. Prepaid medical, surgical and specialist care—
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See your payroll clerk for application card and descriptive literature

NOTE: H.I.P. has liberalized its income limits affecting premium rates. Beginning January 1, 1957, H.I.P.'s base premium will apply to incomes of \$6,000 a year for single persons and \$7,500 a year for families.



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Applications By Mail to NYC Prove Success

New York City's experiment in issuing and receiving applications by mail, one of the devices for spurring recruitment, has proved successful, the Personnel Department reports, even though results have not equalled expectations.

Continue Experiment

The experiment, tried for the first time on a general scale in regard to the examinations open this month for applications, is expected to be continued.

SYRACUSE ATTORNEY IN TAX POST

ALBANY, Sept. 24—Charles J. Hogan, Syracuse attorney, has been appointed associate estate tax attorney for Onondaga County by Taxation and Finance Commissioner George M. Bragalini.

Mr. Hogan, former chairman of the Onondaga County Democratic Committee, will receive an annual salary of \$6,500.

QUESTION, PLEASE

WHATEVER happened to the bill for an increase in the pensions of all New York City pensioners? L. P.

There was no such bill. Increases were granted to those whose pensions fell below a certain minimum amount, and who had been in City service for a certain minimum number of years.

WHAT CHANCE does the Johnston Federal pension bill have of being enacted? It has the backing of numerous employee organizations, so should pass. C.L.P.

It is impossible to predict with any certainty what will happen to the measure. The Eisenhower Administration expressed opposition to certain features, because of cost. Senator Johnston is pressing harder than ever for enactment. Congress will not reconvene until after the election.

IF STARTING PAY is \$2,750, and there are annual increases of \$150, plus \$150 for longevity, do longevity payments start later and at what percentage? On what basis are appointments made to a title? When will the next postal examination be held? S. S.

Starting pay is what you get when appointed. Annual increases are granted. After the normal number of such increases is obtained, no further automatic increases result, until one has been at the highest grade of a title for a specified number of years. In the New York City government the number of years is three. Appointments to higher than the lowest grade are made in only some tests, and then only from among top rated eligibles. No postal examination is in sight for New York or Brooklyn jobs for a year or more.

SOCIAL SECURITY

HOW CAN I get information about the 1956 amendments to the Social Security Act? P. K.

Free booklets on the new amendments are obtainable and may be obtained from your Social Security district office. Also, for particular information, phone, write, or visit your district office.

IF I BECOME eligible for disability payments beginning in July, 1957, how much will my benefit be? A. J. P.

The amount of your monthly disability payment depends on your average earnings under Social Security. It is the same as the amount of the old-age insurance benefit you would be entitled to if you were 65, your benefit is reduced by the amount of any other Federal disability benefit or any state or Federal workmen's compensation you receive.

MAY I INCREASE the amount of my old-age insurance benefit by returning to work? C. E.

If you apply for benefit payments and later return to work, your additional earnings may make you eligible to have your benefit refigured. Whether you would be eligible for an increase depends on the amount of these earnings and the length of additional employment. You must file an application for any such increase. Your payments are not refigured automatically.

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3-DAYS SEEING N. Y. STATE

Albany - Niagara Falls, Lv. Troy 8 A.M. October 12, Albany 8:30. Return October 14. **\$29.95**

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"Looking Inside," LEADER'S weekly column of analysis and forecast, by H. J. Bernard. Read it regularly.

Fine REAL ESTATE buys. See Page 11.

POLICE CAPTAIN AND DEPUTY CHIEF LISTS PROMISED BEFORE END OF YEAR

The Personnel Department expects to have the New York City eligible lists for promotion to captain, Police Department, and deputy chief, Fire Department, established before the end of the year.

TREAT Golden Brown POTATO CHIPS

TASTE THE WONDERFUL DIFFERENCE!

HERE IS A LISTING OF ARCO COURSES for PENDING EXAMINATIONS INQUIRE ABOUT OTHER STUDY BOOKS

- Administrative Asst.\$3.00
- Accountant\$3.00
- Apprentice\$2.50
- Auto Engineman\$2.50
- Auto Mechanic\$2.50
- Auto Mechanic (D)\$2.50
- Ass't Foreman (Sanitation)\$3.00
- Ass't Train Dispatcher\$3.00
- Attendant\$2.50
- Bookkeeper\$3.00
- Bridge & Tunnel Officer\$2.50
- Captain (P.D.)\$3.00
- Car Maintainer\$2.50
- Chemist\$2.50
- Civil Engineer\$3.00
- Civil Service Handbook\$1.00
- Claims Examiner (Unemployment Insurance)\$4.00
- Clerk, GS 1-4\$2.50
- Clerk 3-4\$3.00
- Clerk, Gr. 2\$2.50
- Clerk, Grade 5\$3.00
- Correction Officer\$2.50
- Dietitian\$3.00
- Electrical Engineer\$3.00
- Electrician\$3.00
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- Federal Service Entrance Exams\$3.00
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- Housing Officer\$2.50
- How to Pass College Entrance Tests\$3.50
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- Postal Clerk in Charge Foreman\$3.00
- Postmaster, 1st, 2nd & 3rd Class\$3.00
- Postmaster, 4th Class\$3.00
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- Railroad Porter\$2.00
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- Refrigeration License\$3.00
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- Sanitationman\$2.50
- School Clerk\$2.50
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- Social Investigator\$3.00
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- State Trooper\$3.00
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BOOKS

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Dr. Malzberg Has Retired

ALBANY, Sept. 24—The director of statistical services for the State Mental Hygiene Department, Dr. Benjamin Malzberg, has retired from his post.

Dr. Malzberg, who is a veteran of 33 years of State service, will not remain idle, however.

He will undertake a five-year study of the distribution and trends of mental disease, in co-operation with the department, under the terms of a research grant of \$188,607.

CLERK'S IDEA WINS \$245

An idea for streamlined check-mailing won a \$245 suggestion award for Eli Leibman, supervisory clerk with the Finance Division of the New York Air Procurement District.

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Readers have their say in The LEADER's Comment column. Send letters to Editor, The LEADER, 27 Duane Street, New York 7, N.Y.

LETTERS TO THE EDITOR

(Continued from Page 6)

The various types of health insurance plans that are now in use (with particular attention to coverage and costs) The Leader could be of great assistance in doing our "shopping."

HAROLD RUBIN
ALFRED BASCH

SHEMIN ASKS FULLER HEALTH PLAN DISCUSSION

Editor, The Leader:
Last year, when I was chairman of the Metropolitan Conference of the Civil Service Employees Association, we started a discussion of Social Security for public employees. Through The Leader the various views were disseminated to other chapters and conferences and re-echoed throughout the State. Members of the State Legislature became well aware of employee preference.

Unfortunately, the same cannot be said about the pending health insurance problem. There has been a paucity of thinking or action on that subject. I therefore hope to start the ball rolling.

Recently the Temporary Health Insurance Board sent a questionnaire to a selected group of public employees, to discover employee preference. The Board, in its forwarding letter, indicated the difficulty of obtaining the information it sought. The Leader may not only serve as a basis of exchange of information but also be useful to the Board in acquainting it with our needs.

From the recent meetings of employee groups I have attended, it appears that all agree that the letter of the Association to the Board omitted the vital necessity of coverage for medical care at home and at the doctor's office.

Broadly speaking, the problem can be divided as follows:

1. Catastrophe coverage, with the employee bearing all or part of the cost of minor ailments. (Deductible type.)
2. Group practice plan, with complete medical coverage.
3. Coverage through reimbursement of medical bills.

Of course, there are possible variations. Now is the time for an expression of employees' experience, needs and desires.

HENRY SHEMIN

MEDICAL SERVICE DESIRED BY ANOTHER READER

Editor, The Leader:
In the Leader I notice a distinct absence of discussion of state health insurance for state employees. As a state employee and a member of the Civil Service Employees Association, I was disappointed to find that the Association's proposals to the Temporary Health Insurance Board failed to include a plan for payment of doctor bills at home or at the office. This proposal is particularly important to the majority of employees in the lower bracket.

No one single plan will be acceptable to all state employees. Individual differences among employees on salary range, preference for one type of coverage or another, questions of personal choice of a doctor against panels of doctors, questions as to the number of days of coverage, and many other factors enter. Any plan will have to take all these questions into consideration and must contain option from which the individual can select the type of benefits he prefers.

Employees should let their chapter representatives know their views so that the proper proposal can be included in the over-all

plan to be considered by the Temporary Health Insurance Board.

IDA BLUMENFELD

WANTS WELFARE DEPT. PROMOTIONS TO GET GOING

Editor, The Leader:
Budget Director Abraham D. Beams presented and the Board of Estimate passed a resolution that all promotional lists in existence prior to the Career and Salary Plan be exhausted.

The grade 5 clerk eligibles in the New York City Welfare Department were elated, but now that months have elapsed without any dent being made in the existing list, they are becoming disheartened.

The Welfare budget is approximately \$183 million dollars and the department services 160,000 cases. Of the 8,000 workers in the Department only two percent are in the clerk, grade 5 category. On a percentage basis, the department has a smaller number of clerks grade 5 than any other City department. The majority awaiting appointment are college trained, with many years of devoted, diligent City service to their credit.

The City should promptly exhaust the clerk grade 5 list. Considering the number of welfare centers and the different locations in Central Office, full use of the promotion list is justified.

ANNE HEASTY

PROGRAM CALLED HARMFUL TO CLERK PROMOTIONS

Editor, The Leader:
Are we going to have an exclusive management caste in New York City's civil service—the college graduate as the management caste and the non-graduate as the drone? The management interneer plan proposes that. This plan will practically take away promotional opportunities from the clerical staff. It creates a corps of workers destined to become the managers, and not because of proven efficiency, usefulness and devotion to duty, but as a reward for having gone to college.

Civil service has held out the promise of advancement from the ranks. However, long years of work must be given by a clerical worker before promotional opportunities are offered. The position and salary of a supervisor are hard to reach. Yet college graduates, it is proposed, are to be privileged to take over these posts. Promotions are by number

Lieut. Snow Wins Jewish Group's Prize

The United Jewish Appeal Chairman's Award went to Charles Snow, Shomrim Society, New York City Police Department. Joseph Sharkey, chairman of the UJA's government and civil service division, made the presentation.

limited, but have been attainable. The management interneer plan will cut these positions off to the non-college clerical workers almost entirely.

Clerical employees will be demoralized once management interneers are appointed and it is realized that intelligence, ambition and diligence will be rarely rewarded.

Is a college degree the only passport to opportunity?

AARON W. PELLMAN

ORIGIN OF INDIAN SCHOOL ASCRIBED TO QUAKERS

Editor, The Leader:
In The Leader article, issue of September 4, on the state's closing the Thomas Indian School, you say that the school was founded 101 years ago. This might imply that the state has operated the school since then, but the school was founded and operated by the Religious Society of Friends (Quakers), whose concern led them to help an underprivileged group.

THOMAS HANCOCK

STATE EMPLOYEES SEEK CURE OF PAY INEQUITIES

Editor, The Leader:
An unusual salary situation has arisen because of recent legislation. Numerous state employees are affected. Take the employees of the Liquor Authority, for example.

Ernest Moss and Stanley Stein were appointed as beverage control investigators on May 16, 1951. William Heelan, who was lower on the competitive list, was appointed in December, 1951. Thus, until the beginning of 1956, Mr. Moss and Mr. Stein received one full increment more in salary than Mr. Heelan. All three of us took the same senior investigator examination. Mr. Moss and Mr. Stein placed higher on the established list than Mr. Heelan. In due course, Mr. Moss and Mr. Stein were appointed as senior investigators on February 1, 1956. Mr. Heelan received his appointment on May 15, 1956.

By legislation, effective April 1, 1956, every promotion called for an immediate salary incre-

ment. However, this did not benefit persons promoted between April 1, 1955 and April 1, 1956. This inequity is demonstrated by the fact that Mr. Heelan, who was always one year behind in salary and promoted after Mr. Moss and Mr. Stein, now receives a higher salary than they do.

A similar situation occurred two years ago and later was corrected by legislation. A story in The Leader, issue of May 15, 1956, told how that particular inequity was corrected. The remaining inequities should be corrected by legislation.

ERNEST MOSS
STANLEY STEIN
WILLIAM P. HEELAN

(The story to which the three correspondents refer was a digest of the more important civil service legislation enacted this year. The particular part to which they refer reads:

"Chapter 898 of the Laws of 1956, introduced in the Assembly by Mrs. Strong and co-sponsored in the Senate by Senator Hults, sought to correct an inequity which arose out of the installation of the 1954 salary legislation.

"In certain cases because of the operation of Chapter 307 of the Laws of 1954 certain employees who were promoted between October 1, 1953 and April 1, 1954 were receiving a lower salary than those persons lower on the same list who were promoted April 1, 1954. Approval by

Two Groups Of U. S. Employees Get Windfall

WASHINGTON, Sept. 24—Two Federal employee groups, consisting of thousands of workers, will benefit from two new rulings by Comptroller General Joseph Campbell. They are the postal workers on the one hand and patent examiners, engineers, scientists and other hard-to-hire employees on the other.

The ruling covering the postal employees with anniversary dates of July 1 and December 31 makes them eligible for in-grade promotion after 52, rather than 54 weeks.

The examiners and engineers will not be barred from in-grade promotions by the recent increase of starting salaries. The employees, he said, may be given increases and in-grade promotions on the same day.

14 STATE CLERK JOBS FILLED

Fourteen more state clerk eligibles were appointed to New York City jobs effective September 27. The last number reached on the 1, 1954." —Editor

the Governor of this measure insures that such employees will receive at least the same salary which they would have received if they were promoted after April 1, 1954."

Editor

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ACTIVITIES OF EMPLOYEES THROUGHOUT NEW YORK STATE

Brooklyn State

Brooklyn State would like to pass on the following information to fellow employees:

All employees of state institutions and agencies in Kentucky are eligible for participation in a State Employees Retirement System, which went into effect this past July.

The cost to employees—2 1/2% of the monthly salary up to \$350.00 and 4% of any amount above—is made by payroll deductions.

Retirement benefits are available to participants at age 55 who have served twenty years or to those who retire at 65 with 10 years' service.

(Appeared in Mental Hospitals Magazine September, 1956.)

The Brooklyn State chapter, CSEA, is doing a fine job on the payroll deduction plan and has acquired many new members.

The hospital's second annual tea dance, honoring the 1956 School of Nursing class, was held in the auditorium, under the direction of Florence Unwin.

A warm welcome to these new School of Nursing students: Charlotte Hazard, Dimitra Poto-poulos, Nora Jean La Corte, Joseph Dillon, Maurice Hamilton, Curtis Juneau, Joseph Kabak and Frank Urban.

Congratulations to Mr. and Mrs. Edward Brielman on their new addition, a boy, and to Mr. and Mrs. George C. Davila on the birth of their daughter.

Returning from a recent sojourn in the land of the sham-rocks are Sally Maloney, Anna Lucey, and Helen Kennedy. Kathleen Breitenstein, the hospital housemother, is enjoying her stay in Topeka, Kansas, and Agnes D. Searson recently returned from a tour of New England and Canada.

The chapter's deepest sympathy is extended to the family of Wilfred De Peyser, a hospital employee who recently died. Mr. De Peyser will be greatly missed by his friends and co-workers.

Albion

Albion chapter members are glad to see Helen B. LeFrois back on the job teaching home economics. An accident laid her up for several weeks.

Others recently in sick bay included Isabel O'Donnell, Flossie Jones, Mildred S. Bernard, Mabel Conroy and Loretta Gibson.

Welcome to Mrs. Ying Lin, psychologist, who has bought a home in Albion, and to Mrs. Olive Mac-Laury, education supervisor, who is moving to Albion with her mother.

Also a cordial welcome to Barbara McArdle, a Willard State Hospital graduate formerly of Ovid, N. Y., who has joined the nursing staff.

Edward J. Ward has been appointed institution patrolman, and the newly appointed charge matrons are Alla Betten, Katherine Monocell, Doris Norton, Cecilia Sledzinski and Arline Weillhamer.

ago, attended Buffalo State Teachers, and Augustina Laman-na attended Brockport State Teachers this summer. Olive Mac-Laury, Irene Keding, Dolores Cardone and Lena Wells attended Frederick S. Moran Institute at Canton.

Mary Bennwald, vocational instructor, visited her father in Germany. Theresa Masters, and Mrs. Lin and her family, spent some time in New York City. Mrs. Elizabeth Robinson, assistant superintendent, visited her daughter in California.

Margaret Nayman vacationed in Detroit, Alice Daniels, at the Thousand Islands; Jane Larsen, at Lake Placid, and Tommy Strik and his family drove to Illinois in their new station wagon.

Chapter condolences are extended to Dorothy Smith, Mary Orlando, Florence Henel and Rose Ann McCarthy.

State Bridge

The New York State Bridge Authority chapter, CSEA, met in Poughkeepsie. Refreshments were served by V. Simone and W. Robinson.

Onondaga

The Onondaga chapter, Civil Service Employees Association, held its first quarterly meeting September 10th at Kirk Community House; about 100 attended. Committees for the coming year were appointed and Vernon A. Tapper, Fourth Vice President, discussed proposals pertaining to coverage of Social Security for civil service employees.

There was a social hour with music and refreshments.

The Chapter expresses its sympathy to the family of Francis X. Costello, who died September 5th after a two week illness. Mr. Costello was elected Supervisor of the Town of Pompey, which post he has held since 1949 and received the endorsement for the upcoming election of both parties; he held numerous committee posts on Board of Supervisors, was active in Fraternal, Civic and Community affairs. His friendliness and smile will be missed by a host of friends.

A speedy recovery to Fred Seeger who is a patient in Crouse Irving Hospital. Fred is in the office of the Welfare Department and those who know and work with him are pulling extra hard for his return.

A baby boy — Congratulations Carolyn Arlo Van Aukin and husband Ned. Carolyn is with Welfare Department and Ned is employed in the County Clerk's Office. Baby Anthony Edwin arrived Monday September 3 and sure he will bring much happiness to his Mom and Dad.

We like the Motto of our President, David Rogers: "Try to get a new member, attend the

meetings of your Chapter that you may gain mutual benefit through participation in the activities and more fully enjoy the returns from your dues dollar."

The Oneonta chapter held its monthly meeting September 19 at the State Health Department offices, 250 Main Street, Oneonta. Marion Wakin, president, acted as chairman.

Reports submitted included a report on the August 12 chicken barbecue, by Rosalia Kompare; a legislation report by Mary Mac-Cauley, legislation committee chairman; and a report by delegates who attended the September 3 Central Conference in Rome, N. Y.

Miss Macaulay reported that a resolution submitted by the chapter had been approved.

A rummage sale will be held within the next two months, it was reported.

Other order of business included plans for the chapter's future monthly meetings. Suggested subjects for guest speakers included retirement, hospital insurance, psychiatry, polio, civil service and New York state laws affecting employees. The date of the next chapter meeting is tentatively set for October 10. The speaker's topic will be retirement.

Refreshments were served following the meeting by Rosalie Simmons and Margaret Woods.

Tompkins Chapter

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NYC to Seek Railroad Clerks

Candidates for New York City railroad clerk may begin applying on Thursday, October 4. The job pays \$1.70 1/2 to \$1.82 1/2 an hour, \$68.20 a week, to start, rising after July 1 to \$1.73 1/2 to \$1.85 1/2 an hour, \$69.40 to \$74.20.

Candidates need not be New York City residents, and need no formal education or experience. There are no age limits, but minimum age for appointment is 21.

ner September 15 were Helen Deavney, Harriett Chaffee, J. M. Crone and Richard Baker.

Notes from County Highway: Mr. and Mrs. John Parks have a new son.

Anders Hansen and Raymond Beckley have returned to work after recent accidents.

County Hospital news: vacation returnees are Thelma Finch, Leola Dimon, Marjorie Hamilton, Harriett Chaffee and John Potter.

Members are sorry to hear that Agnes Nolan had an unfortunate accident during her vacation and is not yet back on the job.

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Moore Heads Conference on Administration

Frank C. Moore, former Lieutenant-Governor of New York, now president of the Government Affairs Foundation, has been designated chairman of the First Eastern Regional Conference of the American Society for Public Administration. More than 400 public officials, educators, and civic leaders from twelve states, the District of Columbia, and Puerto Rico are expected to attend the meetings at the Fifth Avenue Hotel, New York City, on October 19 and 20.

"The increasing complexity of our society has made government the largest and most varied employer in the land," said Mr. Moore. "The need for a public service technically trained, possessing a broad cultural background, and having sound knowledge of the wider implications of the problems with which it deals, is apparent."

"To further the professional development and technical competence of these persons in government service, education and civic endeavors, the eastern area chapters of the American Society for Public Administration have organized a realistic and significant conference."

This will be the first regional Conference held by the Society.

Committees Appointed

Governor Moore appointed a committee to run the affair. Mayor Howard Whitmore of Newton, Mass., Professor Karl A. Bosworth of the University of Connecticut; John R. Clark of the New York State Department of Education; Samuel S. Baxter, Philadelphia Commissioner of Water; Troy Westmeyer, National Municipal League; Dean M. P. Catherwood of the New York School of Industrial and Labor Relations; Carmella Macaluso, Port of New York Authority; Ward Miller, Superintendent of Schools for Wilmington, Del.; Professor Frederick C. Mosher of Syracuse University; Bernard Rosen, director of the incentive awards office of the U. S. Civil Service Commission; Thomas J. Davy of the University of Pennsylvania; Nell McDonald of Rutgers University; Lowell H. Hattery of American University; Milton Musicus, administrator of the New York State Education Department; Dr. Clifton Perkins of the Maryland Department of Mental Health; and R. E. Loucks of the Rhode Island Department of Social Welfare.

Dr. Theodore H. Lang, Deputy Director of Personnel for New York City, is chairman of the program committee. Professor Martin B. Dworkin, acting dean of New York University's Graduate School of Public Administration and Social Service and President of the New York Metropolitan chapter of the society, is chairman of the arrangements committee.

Otisville

The Otisville chapter held an outing for staff members and their families on Saturday, September 8. Members enjoyed spaghetti and barbecued chicken, and games and singing highlighted the occasion. Proceeds from the events totalled \$30, which President Timothy O'Sullivan presented to the Otisville Boys' Fund, to be used for the benefit of training school youngsters.

Among Leaders In County Workshop Held In Elmira



Five major participants in the County Workshop sponsored by Chemung County chapter, CSEA, in Elmira, are seen here at the Mark Twain Hotel, where the all-day event was held. They are, from left, Albert DeRenzo, president of the host chapter; Paul Kyer, editor of the Leader; Jesse McFarland, Senior CSEA Administrative Assistant; Florence Meholezo, program chairman, and John Madden, chapter delegate and general chairman of the event. An estimated 250 persons attended.

County Problems Statewide Editor Says At Workshop— Social Security Discussed

"Although counties are nearly autonomous units of government their employee problems are statewide," Paul Kyer, editor of The Leader, told a large group of county aides during a county workshop held at Elmira September 15.

"The state government sets the pattern for benefits accorded to employees of political subdivisions," Mr. Kyer told the workshop, sponsored by Chemung County chapter of the Civil Service Employees Association, in the Mark Twain Hotel.

"Every time the CSEA attains a goal for state workers it sets a precedent for county action," the Leader editor declared. "Counties rarely advance any gains to their employees that have not first been accorded state workers."

A Powerful Instrument

Mr. Kyer pointed out that membership in the CSEA provided county employees with an instrument for securing advantage legislation through membership in a powerful employee group; provided research resources, a first-rate legal staff and numerous other services that would be impossible to attain through local employee societies.

Delegates to the workshop spent a busy and fruitful day participating in a well-planned program that was under the direction of John Madden, Chemung County chapter delegate and general chairman of the workshop.

Albert DeRenzo, chapter president, was a genial host throughout the day. He was assisted by Florenz M. Meholecz, program chairman; Lawrence Brasch, ticket chairman, and Mary Pounds, reception chairman.

Mrs. Lula Williams, co-chairman of the CSEA State-wide Membership Committee, lectured on the tools available for securing membership for the Association.

Mrs. Williams said that "too often, we are asked 'What will I get out of my membership?' The

answer is whatever you put into it!"

Miss Coffey Speaks

A warm reception was accorded Mary T. Coffey, supervising nurse of Chemung County, who also spoke at the afternoon session.

Miss Coffey told delegates that "The point I wish to make concerns our right as public servants—increased salaries, shorter working hours, health, hospital and Social Security benefits, longer vacations and overtime pay, to mention a few of the things which would give us greater security. These rights will come to us, I am sure, as we prove our worth."

Miss Coffey said that "We can expect recognition of these privileges when we have the confidence of the public and continue to demonstrate that the what, how and why formula of our service is a working formula."

Mr. Madden then urged the delegates to take a message of "hard work, interest in employee members, problems and the will to win" back to their fellow workers.

McFarland, Tapper Lead Panels

Two panels followed. Jesse F. McFarland, CSEA Senior Administrative officer, was moderator on the topic "Field Representatives, Their Duties and Responsibilities."

A discussion titled "Benefits for Non-Teaching Employees" was moderated by Vernon Tapper, CSEA fourth vice president and chairman of the County Executive Committee of the CSEA.

Following the panel discussions Mr. Tapper and Jack Kurtzman, Field Representative, led discussions on various Association programs, including the legislative program for the coming year.

Mayor Edward Mooers of Elmira greeted delegates at the afternoon session and was a guest at the dinner session. Invocation for both sessions was delivered by The Rev. W. H. Willits, D. D.

The dinner meeting provided entertainment by "The Three Hearties," interspersed with hum-

orous sallies by Mr. Madden and Mr. DeRenzo.

Sorenson on Social Security

Evening speaker was by Edward G. Sorenson, chief of the State Social Security Agency, who spoke on "Social Security Supplementations for All Civil Service Employees."

Mr. Sorenson first reviewed the steps leading to the Federal Government's granting of Social Security to members of state pensions systems.

Mr. Sorenson outlined the various options which will probably be available to workers desiring to participate in both a pension plan and Social Security.

"No matter what plans are offered, I am sure public workers will accept nothing except Social Security as supplementation to the present retirement plan. I cannot see aides accepting any kind of integration plan," he said. "They have shown absolutely no interest in integration, co-ordination or any other plan that is not supplementation."

Many guests were present at the day-long workshop. They included Raymond G. Castle, president of the Central New York Conference of the CSEA; Virginia Leatham, Association Social Committee chairman; Harry Fox, CSEA treasurer; Robert L. Soper, Association second vice president, and Mrs. Soper, and Ben Roberts, field representative.

Elmira guests included Mayor Mooers, City Manager Thomas A. Banfield, J. Anson Saunders, chairman of the County Board of Supervisors; Water Board Manager John G. Copley and Allyn P. Hoffman, President of the Elmira Board of Education.

Mr. DeRenzo served as toastmaster during the dinner session and Mr. Madden also introduced some of the guests.

An estimated 250 persons were in attendance. Chemung County chapter received enthusiastic comments on the workshop throughout the day.

EMPLOYEE NEWS

Craig Colony

Diplomas will be presented to seventeen nursing students at the 58th Annual Commencement Exercise of the Craig Colony School of Nursing to be held at 8:00 P.M. on September 27th at Shanahan Hall, Sonyea.

Dr. Paul R. Neureiter, Professor of Science, State University Teachers College, Geneseo, New York, will be guest speaker.

Lillian V. Salsman, Director of Nursing Services, Department of Mental Hygiene, will also honor the graduates with remarks.

Honored guests will include: Lt. Dorothy E. Eaton, U.S.N.; Major Isabel Fenon, A.N.C.; Miss Esther Budd, R.N., Director of Nursing Services, Syracuse Memorial Hospital; Miss Mildred Constantine, R.N., Director of Nursing Services, Hospital of the Good Shepherd, Syracuse University; Mrs. Ruth Warren, R.N., Principal, Rochester State Hospital, School of Nursing, and Miss Gertrude McCord, R.N., Director of Nursing, J. N. Adam Memorial Hospital, Perrysburg, New York.

A reception, including refreshments and dancing, will follow the exercises.

Dr. Charles Greenberg, Director, Mrs. Mable L. Ray, Principal, the faculty of the School of Nursing, and the members of the graduating class, join in extending a cordial invitation to the public to attend.

Members of the graduating class will include:

Claudia W. Baxter, Leroy E. Carnes, Janet M. Collins, Janice M. Collins, Mary Jane Dillon, Margaret R. Egana, Vincent A. Guarino, Gulsto J. LaBarbara.

Patricia Logan, Ciro J. Maggio, Mary E. McCarthy, Fred S. McDowell, Jr., David E. Robertson, Mary J. Sennett, Delores L. Tuning, Frank J. Yanno and Lloyd C. Zimmerman.

State Insurance Fund

Al Greenberg, president of the State Insurance Fund chapter, has appointed the following committee chairman:

Grievance, Edmund J. Bozek; legal, Victor Fiddler; legislative, Cornelius O'Shea; membership, Al Greenberg; insurance, Randolph Jacobs; auditing, William Joyce; printing, Moe Brown; sports, Charles Mallia; social, Reverlea Mann; retirement, Robert Rollison; publicity, Lyra James, and resolutions, Phil Mulry.

Mr. and Mrs. Norman Satz have a new daughter, Debra Merl, born September 8. The father of the six-pound beauty is in the actuarial department.

Welcome back to Marjorie McCarthy of the policyholder service, who has been ill.

Members are sorry that Rosemary Macjeko of underwriting is leaving, but wish her the best of luck in her new job.

Joseph Eisele, who retired from the State Fund chapter in 1951 after almost 34 years of faithful service, died August 24. It was learned from his family, now in West Palm Beach, Fla. Mr. Eisele's many friends extend their deepest sympathy to his wife Elizabeth and their son Wallace.

Capital District

The Capital District Armory Employees chapter held its regular business meeting September 15 at the State Armory, Saratoga, N. Y. President Fred Rosenkrans acted as chairman.

Speakers were Joseph Donnelly, CSEA field representative, who outlined the benefits derived from civil service; William Armstrong, chapter secretary, whose topic was advisory classification, and R. Vaughn, speaking on the gains Armory employees have made since becoming associated with civil service a year ago.

Members were requested to present their instructions to the delegates for action at the delegates' next meeting, to be held at the New Scotland Avenue Armory October 3, in conjunction with the annual meeting of the CSEA.

A resolution was adopted, changing the chapter's annual meeting date from the first Saturday in October to the first Saturday in May.

The chapter president and all members who attended thank Jack Croke, Saratoga Armory superintendent, and his employees for the delicious dinner they served.

Emigrant Bank Declares Dividend

John T. Madden, president of the Emigrant Industrial Savings Bank, announced that the board of trustees has approved a dividend for the quarterly period ending September 30, 1956 at a total annual rate of 3 percent. This is the regular 2 3/4 percent dividend plus an extra 1/4 percent. It will apply to all accounts with balances of \$5 to \$20,000, plus accumulated dividends, in trust or joint accounts; up to \$10,000, plus accumulated dividends, in trust or joint accounts; up to \$10,000, plus accumulated dividends, in individual accounts. Mr. Madden pointed out that this is the 261st consecutive dividend in the 106-year history of the bank. He added that during the first half of 1956 the total resources of the bank for the first time passed \$900,000,000 and were now well in excess of that amount.

POLICE GROUP TO DANCE

Patrolman John F. Concannon, president of the New York City Police Department's Honor Legion, announced that an annual entertainment and ball will be held at the Sheraton Astor Hotel Thursday evening, November 8.

ARTHUR McQUADE HONORED

Arthur McQuade, Acting Public Administrator of New York County, was given a testimonial dinner at the Vanderbilt Hotel as a tribute to his work under Surrogates William T. Collins and George Frankenthaler during the past three years.

LEGAL NOTICE

CITATION—P 2737, 1956—THE PEOPLE OF THE STATE OF NEW YORK BY THE GRACE OF GOD FREE AND INDEPENDENT. To FRANZ MARQUARDT, LIESBETH GUNZLER and MARIANNE HACKER, the next of kin and heirs at law of RICHARD MARQUARDT, deceased, and greeting:

WHEREAS, ELISE KRAMER, who resides at 86-40 138th Street, Flushing, Queens, the City of New York, has lately applied to the Surrogate's Court of our County of New York to have a certain instrument in writing bearing date August 7, 1950 relating to both real and personal property, duly proved as the last will and testament of RICHARD MARQUARDT, deceased, who was at the time of his death a resident of 148 East 19th Street, the County of New York, THEREFORE, you and each of you are cited to show cause before the Surrogate's Court of our County of New York, at the Hall of Records in the County of New York, on the 30th day of October, one thousand nine hundred and fifty-six, at half-past ten o'clock in the forenoon of that day, why the said will and testament should not be admitted to probate as a will of real and personal property. IN TESTIMONY WHEREOF, we have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed. WITNESS, Honorable GEORGE FRANKENTHALER, Surrogate of the said County of New York, at said county, the 18th day of September in the year of our Lord one thousand nine hundred and fifty-six.

(Seal) PHILIP A. DONAHUE
Clerk of the Surrogate's Court

At a Special Term Part II of the City Court of the City of New York, County of New York, held at the Courthouse No. 52 Chambers Street, New York City, on the 13 day of September, 1956.

PRESENT: HON. Francis E. Rivers, Justice.

In the Matter of the Application of IRVING JACOB KERSH for leave to change his name to ERIC IRVING KERSH.

Upon reading and filing the annexed petition of IRVING JACOB KERSH, duly verified the 27th day of August, 1956, praying for leave to assume the name of ERIC IRVING KERSH, in place and in stead of his present name, and it duly appearing that said petitioner was born on September 29th, 1920, at the City of New York, as appears by Certificate of Birth No. 44291 of the New York City Health Department, and that said petition is true, and that there is no reasonable objection to the change of name proposed.

NOW, on motion of JACOB STUTS, Esq., Attorney for said Petitioner, it is ORDERED, that the said IRVING JACOB KERSH, be and he is authorized to assume the name of ERIC IRVING KERSH, on and after the 23rd day of October, 1956, upon condition, however, that the further provisions of this order shall be complied with, and it is further

ORDERED, that this Order be entered and the papers upon which it is granted be filed within ten (10) days from the date hereof in the office of the Clerk of this Court, County of New York, and that within twenty (20) days after the entry thereof, a copy of this Order shall be published in the County of New York, and that the affidavit of publication thereof shall be filed in the office of the Clerk of this Court, County of New York, within forty (40) days after the date hereof, and it is further

ORDERED, that upon compliance with all of the above provisions herein contained, the said petitioner shall on and after the 23rd day of October, 1956, be known as and by the name of ERIC IRVING KERSH, which he is hereby authorized to assume, and by no other name.

ENTER: Francis E. Rivers, JUSTICE, CITY COURT

EDITORIAL

Timely Publicity on Budgets a Real Need

ADMITTING that New York City has improved its budget-making techniques, the Citizens Budget Commission nevertheless remarks that this is far from saying that the present method is perfect, or even adequate.

The CBC analyzed budget-making methods used by other cities, including Chicago, Cincinnati, Denver and Baltimore. The cities sampled were found to be tackling the problem in new and unusual ways.

The CBC notes a trend toward greater public disclosure of budgetary matters, but finds public officials often resisting that trend.

Too Much Mystery Now

Public scrutiny, the CBC adds, is the essence of better budget management. So it is. An important part of that public are the public employees themselves. They should be more freely consulted, and before it's too late. Too often they are merely confronted with what amounts to an accomplished fact, for the budget hearings granted them, as by the Board of Estimate in New York City, are generally on issues already decided. Thus the hearings take on much the aspect of a bitter farce.

All too often, the development of the budget within the city government, stretching over many months, has remained virtually an inscrutable mystery to anyone but those immediately engaged in its preparation.

The greater the secrecy, the greater the danger that the budget may not reflect the public will.

REAL ESTATE

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LEGAL NOTICE

At a Special Term, Part II, of the City Court of the City of New York held in and for the County of New York at the Court House thereof at No 52 Chambers St. in the Borough of Manhattan, City of New York, on the 18 day of September, 1956.

PRESENT: HON. Francis E. Rivers, Justice.

In the Matter of the application of ARTHUR LANE for leave to change his name to IRVING LANCHAHT.

Upon reading and filing the petition of ARTHUR LANE, verified on the 17th day of September, 1956, praying for leave to assume the name of IRVING LANCHAHT in place of his present name, and having advised that the petitioner was born on June 26, 1902, in the City of Hamburg, Germany, under the name of ISAAK LANCHAHT, that he entered the U. S. on September 8, 1947, that he changed his name to IRVING LANCHAHT on January 13, 1948, as part of receiving his First Papers, and that he subsequently changed his name to ARTHUR LANE as part of his naturalization on November 9, 1953.

NOW, on motion of JOSEF GRILICHES, Esq., the attorney for the petitioner, and the court being satisfied that there is no reasonable objection to the petitioner's requesting the name of IRVING LANCHAHT, it is hereby

ORDERED, that the said application be and the same is hereby granted, and the petitioner is authorized to assume the name of IRVING LANCHAHT in place of ARTHUR LANE on the 28th day of October, 1956, and it is further

ORDERED, that within 10 days after the date hereof, this order and papers upon which it is granted be filed in the office of the clerk of the City Court of the City of New York, County of New York, and that within 20 days after the entry thereof, a copy of this order be published in Civil Service Leader, a newspaper published in the City of New York, County of New York, and that within 40 days after the date of this order an affidavit of publication thereof be filed in the office of the clerk of this court, and it is further

ORDERED, that following the filing of the petition and order as herein directed, the publication and the filing of proof of publication, and on and after the 28th day of October, 1956, the petitioner shall be known as and by the name of IRVING LANCHAHT and no other name.

ENTER: Francis E. Rivers, JUSTICE, CITY COURT

LOUIS FRIEDMAN DIES

Louis Friedman, former president, financial secretary and founder of the Shalom Society, New York City Transit System, died while returning from vacation. He was employed as a dispatcher on the Independent Division. He worked in transit in New York City for 36 years.

LEGAL NOTICE

At a Special Term, Part II of the City Court of the City of New York, held in and for the County of New York, at the Court House thereof, Old County Court Building in the Borough of Manhattan, City of New York, on the 13 day of September, 1956.

PRESENT: HON. Francis E. Rivers, Justice.

In the Matter of the Application of EDYTHE NEUGROSCHL for leave to change her name to EDYTHE ROCHELLE.

On reading and filing the petition of EDYTHE NEUGROSCHL, verified the 11th day of September, 1956, praying for a change of name of the petitioner it being requested that she be permitted to assume the name of EDYTHE ROCHELLE in the place and stead of her present name, and the court being satisfied that the said petition is true and it appearing from the said petition and the court being satisfied that there is no reasonable objection to the change of name proposed and it further duly appearing that the said applicant was born on January 20, 1897, at New York, New York, and that the certificate of her birth issued by the Department of Health of the City of New York bears Number 5486 and it further duly appearing that the applicant is not required to be registered under the provisions of the United States Selective Service Act.

NOW, on Motion of HAROLD S. SINGEL, attorney for the said petitioner, it is

ORDERED, that the said EDYTHE NEUGROSCHL, born on January 20, 1897, at New York, New York, with birth certificate Number 5486 issued by the Department of Health of the City of New York, State of New York, be and she hereby is authorized to assume the name of EDYTHE ROCHELLE in place and stead of her present name upon complying with the provisions of Article 6 of the Civil Rights Law and of this order, namely:

That this order be entered and the said petition upon which it was granted be filed within ten days from the date hereof in the office of the clerk of the City Court of the City of New York in the County of New York; that, within twenty days from the date of entry hereof, a copy of this order shall be published in the Civil Service Leader, a newspaper published in the County of New York, City and State of New York; and that within forty days of the making of this order, proof of such publication by affidavit shall be filed with the clerk of the City Court of the City of New York in the County of New York.

That, following the due filing of the said petition and entry of said order as hereinbefore directed, the publication of such order as herein directed, and the filing of proof of publication thereof, and on and after the 23rd of October, 1956 the petitioner, EDYTHE NEUGROSCHL, shall be known as and by the name of EDYTHE ROCHELLE, which she is hereby authorized to assume and by no other name.

ORDERED, that a certified copy of this order shall not be issued until proof of compliance with the above provisions has been duly filed with the clerk of this court.

ENTER: Francis E. Rivers, JUSTICE, CITY COURT

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CITY ZONE

Castle Chairs Central Unit Meeting, Names Committees; Powers Outlines Assn. Program

Raymond G. Castle, newly elected chairman of the Central Conference, Civil Service Employees Association, presided for the first time at a Conference meeting at the Beeches in Rome, September 8.

Association President John F. Powers outlined the group's program for the coming year.

Among the out-of-town guests were Vice Presidents Joseph Feilly and Robert Soper, Mrs. Soper, Vernon Tapper, Harry Fox, treasurer; Charlotte M. Clapper, secretary; Mr. and Mrs. Charles Lamb of the Southern Conference, Virginia Leatham, social chairman; Lula Williams, membership chairman, and field Representatives Ben Roberts and Joseph Donnelly.

The Conference chairman appointed the following committees: Finance—Tom Ranger, chairman; Irma German, Edward T. Smith and Emmett A. Durr, Social—Marian Wakin, chairman; Edward

Limber, Florence Drew, Elizabeth Groff, Margaret Fenk and Gertrude White, Legislative—Edward Smith, C. A. Kenworthy, Eunice Cross, Arthur Davies and Fred Kruman, Advisory Committee of Past Officers—Charles Methe, Helen Musto, Edward J. Rivercamp and Clarence W. F. Stott, Resolutions—Florence Drew, chairman; Jessie Shea, Ralph Keegan, Nina Perry, Charles Ecker, Ella Weikert and Frank French, Publicity—Doris LeFever, chairman; Fred Kotz, Agnes Williams, Ida Meltaer, Ralph Hutta and Anne LeVine, Constitution and By-Laws—Emmett Durr, chairman; Helen Musto, Frances Allison, Leo Bernstein, Frank French and Roger Irish, Membership—John Graveline, chairman; Al Winans, Earl Collins, Brooke Johnson, Maureen Sokolinsky, Charles Methe and Agnes Williams, Nominating—C. A. Kenworthy, chairman; Bertrand Cronauer, Earl Collins, Helen Musto and Margaret Whitmore.

The next Conference meeting will be held in conjunction with the annual dinner meeting of the Syracuse chapter, CSEA, at the Onondaga Hotel on Saturday, February 2, 1957.

Morell Brewster, district administrator of the Workmen's Compensation Board, will hold the annual office picnic at his camp on Skaneateles Lake September 25. Clark C. Fake is in charge of arrangements.

Tax Group to Attend Insurance Session

ALBANY, Sept. 24—Representatives of the State Department of Taxation and Finance and the unit's Motor Vehicle Bureau will attend 17 regional meetings of insurance agents during the next few weeks to brief the agents on their role under the new state compulsory auto liability insurance law.

Among the representatives will be Ellis T. Riker, director of the department's planning section; Richard H. Barrell and Carmine F. Orsini, chief damages evaluators of the safety-responsibility section of the MVB, and Henry Whitcomb, planning section assistant.

MHEA Delegates To Honor Krumman, Install Officers

The State Mental Hygiene Employees Association will hold a meeting of representatives and delegates on Tuesday, October 2, at 7:30 P.M., at the Hotel Wellington, Albany.

The annual dinner honoring the retiring president, F. J. Krumman, will be held at the Hotel Ten Eyck, Albany, on Wednesday, October 3, at 7:30 P.M. Sarah Collins of Letchworth Village, chairman of the entertainment committee, is in charge of arrangements. Tickets may be obtained from Mrs. Collins or from any of these social committee members: Nellie Davis, Bebella Eufemio, Dorris Blust, Ivan Mandigo or Charles Ecker. The newly elected officers of

the Association will be installed at the October 3 meeting. They are: Emil Impresa, Brooklyn State Hospital, president; William Rossiter, Rochester State Hospital, first vice president; Jesse Davis, Pilgrim State Hospital, second vice president, and Sam Cipolla, Craig Colony, third vice president.

Granville Hills, personnel director for the State Department of Mental Hygiene, will install the officers.

The invited guests are Dr. Paul Hoch, State Commissioner of Mental Hygiene; Dr. Fense and Dr. Hun, assistant Mental Hygiene commissioners, and John F. Powers, president of the Civil Service Employees Association.

New York City Chapter

(Continued from Page 1)

instance, \$15 for \$5 deduction, "twice the amount of the present dues of the Association," with a \$2.50 minimum. Last year, he added, the checks were \$2.50 each.

5. Pensions. Improvements in the State Employees Retirement System benefits were recommended on the promise that the present three to four percent benefit system is antiquated, and does not even equal the interest rates of many banks.

6. Disciplinary cases. The Association was congratulated on inaugurating the policy of providing counsel fees for employees subject to disciplinary charges who have a good defense. A committee of lawyer members of the chapter was appointed to screen such cases, and submit recommendations to Association headquarters on whether paying for counsel in a particular case was justified.

7. Reclassification. A resolution was adopted in favor of a "real reclassification," like the one Personnel Director Joseph Schechter conducted in New York City, preferably with Mr. Schechter returning to state service to conduct it. He is on leave of absence from his competitive position as counsel to the State Civil Service Commission, Henry Shemin, who offered the resolution, said the state does not allow enough time for hearings, and imposes budget restrictions, both of which acts militate against successful appeals. Mr. Bendet said the chapter would introduce the resolution from the floor at the annual Association meeting on October 4.

Byrnes Backed for Manager Job Also, the chapter recommended that Joseph J. Byrnes, its treasurer for many years, be appointed by the Association as manager of the New York City office that the Association board of directors has decided to open, and that the present pay scale be increased "commensurate with the importance of the duties." A new field representative would be named, Mr. Bendet explained, for New York City exclusively, and might be the same person as the manager, but not necessarily. The new office would be other than the present one in the state office building.

Guests of the chapter, introduced from the floor, were Harold L. Herzstein, regional counsel; Charles R. Culyer, field representative, and H. J. Bernard, executive editor of the Leader.

Jesse B. McFarland, assistant to John F. Powers, president of the Association and himself former Association president, installed the chapter officers: Mr. Bendet, president; Max Lieberman, 1st vice president; Mr. Emmett, 2nd vice president; Al Corum, 3rd vice president; Mr. Byrnes, treasurer; Edward Azarizian, financial secretary; Margaret Shields, recording secretary, and Irene Waters, corresponding secretary. All had been re-elected.

List of Attorneys Named in Chapter

The New York City chapter has appointed a screening committee of attorney members to recommend legal aid to chapter members who may require legal representation. The committee consists of Max Lieberman, Department of Taxation and Finance; William F. Sullivan, Appellate Division, Second Department; Solomon Heifetz, Commission Against Discrimination; Albert D'Antoni, Workmen's Compensation Board; Henry Shemin, Division of Employment, and Frank Newman, State Labor Relations Board.

September birthday greetings to Olive York, Alice Millington, Estelle Fruhmorgen, Florence Polett and Ella Montgomery, all of the Bureau of Motor Vehicles.

Belated congratulations to Mr. and Mrs. Kenneth J. Rollins on their birth of their daughter, Linda Ann. Kenneth is also an employee of the Motor Vehicle Bureau.

News from the Brooklyn Rent Commission: Lou Wilkoffsky has been chosen CSEA representative.

All these members from the Rent Commission office in Brooklyn have recently become parents: Julius Friedman, Louis Wilkoffsky, David Schmaefsky, Theodore Friedman, Frances Hagler and Joan Ruderman—all sons. Anne Mlaskoff is the mother of a girl.

Grievance Board Decision Eliminates Complaint Cause

(Continued from Page 1)

the six months leave of absence at full pay.

Mr. Spass asked for a compromise offering to forgo the restoration of annual and sick leave credits which he had used to cover absences due to the injury, and over and above the six months leave with full pay. The compromise would have enabled him to keep all or part of the \$1,000 which remained of the \$4,500 award for his injuries. The compromise request was refused and Mr. Spass paid the \$1,000 to the Division of Employment.

Questions at Hand

The questions considered by the board were:

1. Was it improper for the Employment Division to request and accept payment of the \$1,000 from the settlement as partial payment for salary advanced?

2. Having requested and accepted payment, should the Division refund the \$1,000?

3. If the Division accepts the payment, should Spass be re-credited with time accruals used by him as a result of absence caused by his injuries?

4. Is the reimbursement agreement required by the Division of Employment as a condition to the granting of the six months discretionary leave in accordance with good personnel practice?

Board's Decisions

On the first question the grievance board found that the division acted properly in demanding and accepting payment from Mr. Spass for so much of the salary paid under the discretionary leave as could be covered by funds available from the third party settlement.

Since the State had not been reimbursed fully for grants of leave to Mr. Spass, the board said on the second question, it would not be proper for the Division to return the \$1,000 to Mr. Spass.

On the third question, the board decided, in part: "It is obvious that Mr. Spass has suffered loss as a result of his injury. He has used accrued time credits to a considerable extent. These credits will not, unless restored, be available for future use in the event he becomes ill. Had Mr. Spass instituted no third party action, or had he failed to recover, his own loss would be the same as it is under the present conditions. The loss to the Division of Employment under the six months discretionary grant of leave would have been greater than would have been the case if there had been no action instituted by Mr. Spass.

Conclusion

"It is the conclusion of the board that recoveries in third parties action should be applied first against the discretionary leave, if the granting of the leave is conditioned on an agreement to reimburse.

"However, in view of the peculiar facts and circumstances in this case, we are of the opinion that equity requires the re-crediting to Mr. Spass of all accrued time used by him as a result of the injury and not previously restored to him."

On the final question, the board concluded that the requirement of a reimbursement agreement is not sound personnel practice and recommended that the Division of Employment and other state agencies should

not require the reimbursement agreement as a condition to the granting of the six months discretionary leave under the attendance rules. "It is obvious," the board said, "that Mr. Spass, by bringing the third party action, has made it possible to protect, at least in part, the interest of the State, but has not, himself, avoided loss in terms of accrued time credits.

SIF Should Decide

"If the responsibility for protecting the State's interest through third party actions were left squarely up to the insurance carrier, the State Insurance Fund, this situation would not arise. The employee will not be stopped from bringing a third party action, but if he does so, it will be with the understanding that he will bear the expense of such action and will benefit in accordance with the settlement."

Health Insurance

(Continued from Page 1)

the day-long session were Arthur Levitt, State Comptroller; Dr. Paul H. Appleby, Budget Director; Dr. Ray E. Trussel, Columbia University; Dr. Norman S. Moore, Cornell University; and Dr. Robert L. Eckelberger, director of medical services for Endicott-Johnson Corporation.

Sitting in at the Board's invitation were Senator George Metcalf, Chairman of the Joint Legislative Committee on Health Insurance Plans; Edward J. Meacham, Director of Personnel Services, State Civil Service Department, and Dr. Walter E. Boek, associate research scientist, State Health Department.

Also Stanley Rieben, representing Assembly minority leader Eugene F. Branigan; John Sandler, representing Senate majority leader Walter J. Mahoney; James Quigley, State Civil Service staff member, and Frank W. Van Dyke, project administrator for the Joint Legislative Committee.

Statement From Falk

The following statement was made last week by Alexander A. Falk, president of the State Civil Service Commission and chairman of the Temporary Health Insurance Board:

"The Temporary Health Insurance Board considered at its meeting September 20 a variety of benefits that could be incorporated in a health insurance plan for state employees. It tentatively established priorities as to the desirability of these benefits. Staff members were directed to continue the work of preparing detailed specifications for a plan and to have them ready for submission to the Board at its next meeting on October 9.

"No determinations have been made as to the amount of money that will be available, to finance the plan. The cost to the state, and to the employees, will depend on the type of plan and the benefits to be included.

"The Board indicated at its meeting that before final decisions are reached, interested parties will have full opportunity to present their views to the Board as to the nature of the health insurance plan and the benefits to be provided. In the meantime, members of the staff and I will continue to confer with employee representatives and other interested parties, as we have previously, whenever it is necessary."